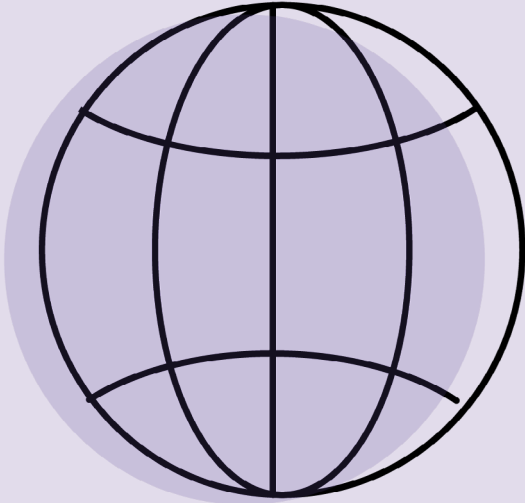


BMA Scotland
2021 manifesto
pocket edition

BMA

Scotland



BMA Scotland is proud to represent doctors who work tirelessly alongside many other NHS staff to ensure that the public receive the best quality care, in a timely and consistent manner, across the whole of Scotland, that is free at the point of use.

For too long now the NHS has been under unrelenting pressures. It has been understaffed, under-funded and under resourced. Pressures have been further exacerbated by the outbreak of the COVID-19 virus and the demand placed on staff has been unlike anything experienced before. The dedication and resilience of the NHS workforce has been nothing short of incredible, and only because of the sheer determination and selflessness of those working in health care has the NHS been able to continue to provide the unrivalled level of care that it does. However, what is very clear now is that the current and previous ways of working will not support the long-term sustainability of health care services for the people of Scotland.

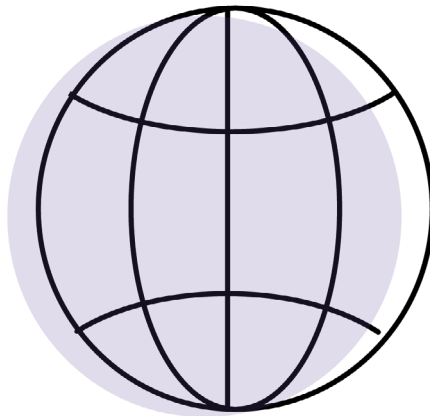
BMA Scotland's manifesto for the 2021 Scottish Parliament election outlines improvements for the long-term sustainability of the NHS, with the wellbeing and health not only of patients but also staff front and centre. The needs of both these groups of people must be the foundation of all we do as recovery and remobilisation move forward together, because as the Coronavirus pandemic has taught us yet again, it is the staff that make the NHS.

Health service delivery

Securing a sustainable future for Scottish healthcare

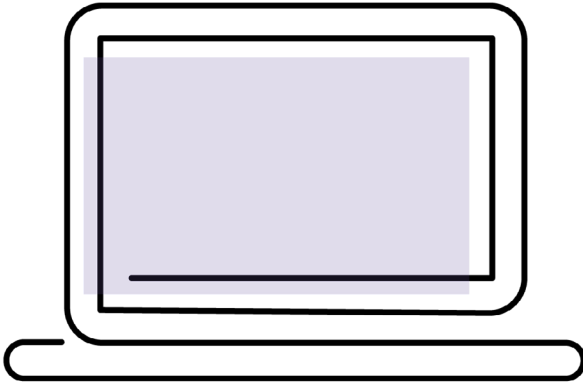
BMA Scotland is calling for a national conversation with all stakeholders, to take a long-term approach to what we want and expect from our NHS. Only when we fully understand what we need and want from the NHS can proper consideration be given on how we resource it.

BMA Scotland calls for politicians from all parties to share in this vision, to put party politics aside and unite to depoliticise the debate on our NHS, to focus on an understanding that appropriate clinical priority is best defined by the teams that deliver healthcare, and a better consensus around long term goals and aims.



Better IT infrastructure

BMA Scotland calls for the future Scottish Government to work with all partners to examine future ways of working in a post-COVID-19 world that are beneficial to doctors and patients and are based on a vastly improved IT infrastructure and IT support.



Transforming and improving how we measure performance in healthcare

BMA Scotland is calling for a move away from measuring ‘success’ by a blunt focus on high level targets which don’t take account of clinical need. We need to ask what we want our NHS to achieve in its entirety and then set out an appropriate system of measurement that supports those overall aims and is focused on patient outcomes.

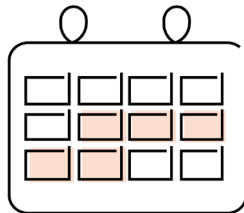
Sustainable long-term funding

BMA Scotland is calling for an open and honest debate on the future of the NHS and would welcome a full review of NHS spending in that context – to ensure the NHS is both financially sustainable and able to deliver what we ask of it for generations to come.

Comprehensive and effective workforce planning

The future Government must work alongside stakeholders from across health and care services and educational institutions to identify what the future workforce will look like. Scotland must support medical students by ensuring the continuation of a world class, competitive medical education, as well as career support and ensuring trainee positions and jobs are available.

BMA Scotland is calling for a full and clear workforce plan that focuses on the number of doctors required in the short, medium and long-term – and across both secondary and primary care with clear measures set out to boost recruitment and retention and build on the opportunities provided by increased numbers of doctors in training.



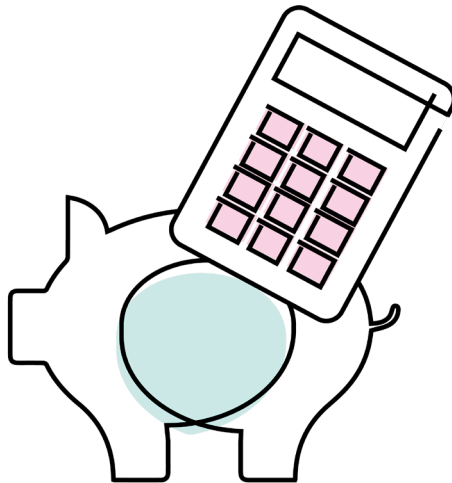
Valuing doctors

Pay and rewards

This year, all doctors should be awarded a significant and early pay award, that is much higher than RPI and will go some way to reflecting the sacrifices and dedication of the last year and addressing the real terms pay erosion doctors have faced over the past 10 years.

Pensions

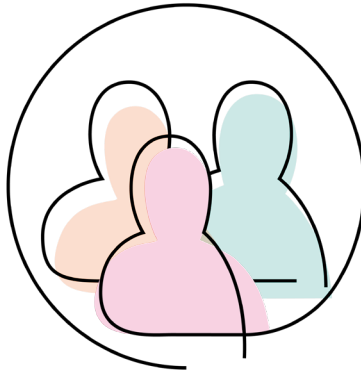
BMA Scotland calls on the new Scottish Government to introduce measures that are within its power to ensure that Scottish doctors are not forced to either reduce their hours or consider early retirement to avoid punitive and unexpected pension tax charges.



Staff wellbeing and culture

Work must be done to deliver better work-life balance for all doctors. That means more doctors and steps to help manage workloads – such as the creation of multi-disciplinary teams in primary care. In secondary care it must also mean good, consistent and where possible digital rota design across NHS Scotland that allows for doctors to take the breaks they are entitled to, to ensure a safe working environment for them and their patients. Furthermore, this must include access to appropriate and good quality rest facilities.

BMA Scotland calls for the impact on NHS staff wellbeing to be considered as a key part of any decisions about the future of the NHS. Our NHS is the staff who work in it.



Building recovery for NHS staff into plans to remobilise the NHS

Healthcare staff who need it must be allowed the time and be provided with the support they need to recharge and recover from the intense COVID19 environment they worked in. Doctors cannot be expected to move from one high pressured situation into another without proper respite and recovery. The need for this time must be clearly and effectively communicated to the public so that expectations are managed appropriately as to how quickly and to what capacity services can resume.

Finally tackling bullying, harassment and improving workplace culture

The BMA is calling on all parties to recommit to delivering the recommendations of the Sturrock report across NHS Scotland as part of a concerted effort to improve workplace culture and make our caring services a better, more positive place to work.

Embedding improvements made for staff during the pandemic

BMA Scotland asks that the simple provisions put in place to help medical staff cope with the high demand, long shifts and unrelenting pressures of COVID-19, continue beyond the pandemic emergency, and are planned into the future delivery of NHS services.

Public health

Health as a determining factor in policy making

Following on from the COVID-19 pandemic and direct impact of the virus and the indirect impact of related restrictions on health inequalities, the next Parliament must commence a wide scale review into how Scotland can start to the repair the damage to health outcomes for Scotland's most deprived and in need communities.

BMA Scotland calls for all areas of the Scottish Government to take a 'health in all policies' approach to policy creation.

Mental health services

The next Scottish Government needs a new mental health strategy, that takes into account the impact that the COVID-19 pandemic has had on the Scottish population. The strategy must take a public health approach considering both the short and long term needs and ensure that mental health support must be readily accessible to patients, with more mental health workers based in and around GP practices as part of the multidisciplinary teams within primary care.



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