

---

**From:** (HSS - Mental Health, NHS Governance & Corporate Se  
**Sent:** 10 November 2017 14:38  
**To:** Davies, (EPS - WLD) <Eleri.Davies3@gov.wales>  
**Subject:** FW: Health standards: member of staff / worker / forms / Education courses / new Minister

Hi [hepgorwyd adran 40(2)]

Gweler isod – ymateb gan y tim gweithlu. Gobeithio fod hwn yn ddigonol – hapus i drafod

[hepgorwyd adran 40(2)]

---

**From:** (HSS - Workforce& OD)  
**Sent:** 10 November 2017 10:19  
**To:** (HSS - Mental Health, NHS Governance & Corporate Se  
**Subject:** RE: Health standards: member of staff / worker / forms / Education courses / new Minister

Hi [hepgorwyd adran 40(2)]

Within the NHS/secondary care I think the following should be included:

- Agency workers (e.g. a nurse working via an agency)
- Bank workers (e.g. a bank nurse)
- Locums (e.g. a locum doctor)
- Agency locums (e.g. a locum doctor working via an agency)

Then some thoughts about primary care (just in case these haven't been considered previously):

- GPs and other healthcare professionals providing out-of-hours services through health boards
- Salaried GPs and other healthcare professionals working in primary care but directly employed by a health board

[hepgorwyd adran 40(2)]

---

**From:** (HSS - Mental Health, NHS Governance & Corporate Se  
**Sent:** 09 November 2017 15:48  
**To:** (HSS - Workforce& OD)  
**Subject:** FW: Health standards: member of staff / worker / forms / Education courses / new Minister

[hepgorwyd adran 40(2)]

See below query from the team working on the drafting of the Welsh language standards regulations for the health sector.

Can you advise from a workforce perspective about staff v workers within NHS and primary care delivered by NHS.

There are some standards in the Operational standards section (these are the standards that relate to the internal working of the organisation) which refer to staff. These are

Standards relating to complaints made by a member of a body's staff – basically the standards allow a member of staff to make a complaint in Welsh and have that complaint dealt with in Welsh.

Standards relating to a body disciplining staff – this allows a member of staff to respond in Welsh and that any meetings etc can be held in Welsh if that is what the member of staff wants.

Standards relating to providing IT – these are things like Cysill spellchecker

Are there any other people who work for the NHS that don't fall into the definition of employees or workers that we would want to capture within the standards.

I would expect that we would want to include agency workers and locums.

Regards

[hepgorwyd adran 40(2)]

---

**From:**(HSS – Primary Care)

**Sent:** 09 November 2017 11:46

**To:** (EPS - WLD) (HSS - Mental Health, NHS Governance & Corporate Se

**Cc:** [hepgorwyd adran 40(2)]

**Subject:** RE: Health standards: member of staff / worker / forms / Education courses / new Minister

[hepgorwyd adran 40(2)]

They wouldn't be a contractor but they could either be employed or self-employed depending on the terms of engagement.

[hepgorwyd adran 40(2)]

---

**From:** (EPS - WLD)

**Sent:** 09 November 2017 11:38  
**To:** (HSS – Primary Care); (HSS - Mental Health, NHS Governance & Corporate Se  
**Cc:** [hepgorwyd adran 40(2)]

**Subject:** RE: Health standards: member of staff / worker / forms / Education courses / new Minister

Thanks for this. If a locum GP is not registered with an agency would they be self-employed or a contractor? Sorry to ask but I'm sure will ask me!

[hepgorwyd adran 40(2)]

---

**From:** (HSS – Primary Care)  
**Sent:** 09 November 2017 11:31  
**To:** (EPS - WLD); (HSS - Mental Health, NHS Governance & Corporate Se  
**Cc:** [hepgorwyd adran 40(2)]

**Subject:** RE: Health standards: member of staff / worker / forms / Education courses / new Minister

Eleri

In relation to primary care, my view is that all staff would be an employee or a worker for a LHB. I think for primary care we would want agency workers to be classed as a worker for a body e.g. locum GPs (although I do not think there are many locum GPs, if any, that are now registered with an Agency).

Thanks  
[hepgorwyd adran 40(2)]