

Putting the third sector voice into Local Outcome Indicators

The development of an 'outcomes focused' approach to public service delivery presents a major challenge: Single Outcome Agreements (SOAs) require a shift away from the traditional measurement of inputs and outputs to the achievement of new outcome-focused indicators and performance management frameworks.

The Improving Local Outcome Indicators Project is an initiative of the Society of Local Authority Chief Executives (SOLACE) and is led by the Improvement Service (IS).

Improving local outcome indicators is a goal that all 32 Community Planning Partnerships (CPPs) have to address and the main aim of the Project is to review and strengthen the menu of local indicators which make up the SOAs and to consider the wider related issues of the assessment of outcomes in SOAs.



Meetings have been held with key people and agencies working in the eight reporting (topic) areas. Feedback from meetings with health and community care stakeholders has revealed:

- ◆ Uncertainty about the relationship between indicators in the menu and HEAT targets

- ◆ The tension between longer-term / intermediate outcomes and short-term outcomes – the latter being easier to measure and work on
- ◆ The need not to limit the menu only to indicators for which there is available data
- ◆ The need to identify links across themes (e.g. environment with health)
- ◆ The tension between local priorities and national pressures
- ◆ Specific missing health indicators i.e. diet, physical activity, outcomes for older people and carers, substance misuse and alcohol consumption, mental health and health-relevant environmental indicators

The voluntary and community sector working in health are particularly interested in the indicators relating to children and young people, inclusion and equalities and community cohesion, as well as in those on health and social care.

Voluntary Health Scotland, Community Food and Health Scotland (CFHS) and CHEX met with Andrew McGuire of the IS and Neil Craig of NHS Health Scotland's Health Improvement Performance Management (HIPM) Team to discuss updates to the menu of indicators and raise related issues.

Our three agencies identified:

- ◆ The need for an indicator on building social capital
- ◆ The extent of volunteering capacity within CPPs, measured by numbers of people volunteering and the type of volunteering undertaken within communities
- ◆ The need to capture not only routinely available but data providing insight into how outcomes are being achieved
- ◆ The need for evidence of the value brought by voluntary and community sector input to the achievement of indicators – the causal linkages between the inputs, activities, outputs and outcomes in any area of policy are being explored through *contribution analysis* work undertaken by the Project

Our sector is especially interested in happiness / quality of life indicators and here, VHS recommends the paper produced by Chris Doyle of South Ayrshire Council for the Project - *Indicators of Happiness, Wellbeing and Quality of Life* – available from Helen Tyrrell at VHS.

Meantime, the Project Co-ordinating Team continues towards production of the next version of the menu of indicators in time for the deadline at the end of October.

For further information, contact: andrew.mcguire@improvementservice.org.uk or Katrina Reid at CFHS - Katrina.Reid@consumerfocus.org.uk

Tackling Poverty Stakeholder Forum

The Poverty Alliance recently held its first Tackling Poverty Stakeholder Forum meeting as part of its Evidence Participation Change (EPIC) project which plans to inform and engage community and voluntary organisations dealing with poverty and to enable them to influence Scottish Government policy.

The EPIC project aims to do this through:

- ◆ Training with community based organisations and individuals with first hand experience of the issues
- ◆ Development of new spaces for discussion and debate, e.g. the Stakeholder Forum
- ◆ Participatory research undertaken by individuals experiencing the issues.

The Stakeholder Forum is a twice yearly event which brings together key stakeholders around the Scottish Government's anti poverty framework *Achieving our Potential*.

The Forum focuses on Scottish approaches to tackling poverty and has the active involvement of the Scottish Government alongside people from grassroots organisations and other areas of civil society.

It will establish dialogue amongst the different stakeholders in order to assess the outcomes of the anti poverty framework and from this find ways to develop it further.

The Forum will also look to inform Government from a community and voluntary perspective on how the new framework is having an impact at grassroots level and simultaneously be a place where government can inform key stakeholders on continuing development of the framework.

With the recession now hitting families and communities across Scotland, it is important that formal, regular dialogue is established between Scottish Government and civil society to ensure that policies are being implemented as planned and that new ideas are being developed to address the ongoing crisis. The Stakeholder Forum is one way of ensuring that this dialogue takes place.

Alongside the Poverty Alliance the forum includes representatives from the Scottish Government, NHS Health Scotland, SCVO, COSLA, Voluntary Health Scotland, Child Poverty Action Group in Scotland, Community Health Exchange and individuals with direct experience of poverty.



The initial meeting focused on the first three themes of *Achieving our Potential: tackling income inequality; longer term measures to tackle poverty; and supporting those experiencing poverty*.

It also explored how best to use the Stakeholder Forum to enable a partnership working approach and how most efficiently to use the shared commitment of all the partners present to enhance the *Achieving our Potential* document.

For further information about the stakeholder forum and the EPIC project please contact Peter Kelly, Director at the Poverty Alliance on 0141 353 0440 or email peter.kelly@povertyalliance.org

Editorial

The third sector is needed more than ever in the current economic recession.

At both national and local levels, voluntary and community organisations are striving to combat the damaging effects of poverty, unemployment and insecure housing, through both strategic approaches and practical local help. We report on the Poverty Alliance's EPIC Project and the work of CABs.

While announcements of modest amounts of government support for the sector as it struggles to maintain its services are welcome, it is very sobering to note that one of the leading funders of direct third sector action in communities is taking no new applications for funding.

We report on the new Scottish Government Resilience Fund and the recent announcement from The Lloyds TSB Foundation for Scotland.

What is needed is greater recognition of the new and imaginative ways in which the sector can make a difference and support for ways to evidence this.

In the health arena, outcome-focused planning and the opportunity to influence future rounds of Single Outcome Agreements should be seen as key opportunities to let third sector value shine through the dark days of a recessionary winter.

Helen Tyrrell

Helping the third sector to combat the recession

John Swinney, Cabinet Secretary for Finance and Sustainable Growth, recently announced a new £1.7 Million Resilience Fund for the third sector. Organisations struggling to keep going can apply for support from the Fund from the end of October.

Under the scheme, grants of between £10,000 and £100,000 will be available to third sector organisations able to demonstrate that:

- ◆ The recession has led to increased demand or significantly undermined their services
- ◆ Any increased pressure on their services is as a direct result of the recession
- ◆ Prior to the recession they were a viable organisation with a proven two-year track record of delivery
- ◆ They can evidence the cause of the problem and can provide a proposed solution to it, including the submission of a detailed recovery plan
- ◆ They have unrestricted reserves equating to less than six months' running costs of the organisation
- ◆ They can provide a statement of their requirement for the Resilience Fund and their longer term viability, with certification by an auditor or chartered accountant
- ◆ Appropriate safeguards are in place for both the expenditure and, if the need arises, recovery.

The Resilience Fund is one of a number of actions arising from the Ministerial Roundtable

Meeting held in April, which was attended by a number of third sector leaders from across Scotland.

The meeting allowed Ministers to discuss with the third sector how the sector was responding to the economic downturn and canvass their views of its longer term resilience, including exploration of ways to ensure effective partnership working between the third sector and public bodies to weather the downturn and capitalise on any emerging opportunities.

Opportunities identified for the sector alongside direct support for recovery include: increasing business opportunities, especially for social enterprises, with recycling being one example, in addition to the considerable potential for increasing the social enterprise model in health; increasing skills and employability for young people; promoting volunteering programmes that increase employability and provide community benefit, reaching the most vulnerable groups; creating consortia of organisations with similar interests and supporting the development of credit unions.



Mr Swinney also committed the Scottish Government to working closely with key third sector intermediary bodies and representative organisations in carrying out research into opportunities for the third sector in the provision of health services with the aim of assessing how capacity can be developed and opportunities for the third sector within health services can be opened up. Voluntary Health Scotland is currently following this up.

For further details of the Resilience Fund, or to make an application, contact the Scottish Government Third Sector Division - Mary Lyden on 0141 305 4176, or Polly Chapman on 01463 663918.

VHS supports CVS network with health policy news

In its ongoing commitment to working closely with the Councils of Voluntary Service (CVS) Network, VHS has been producing a series of short monthly articles on developing national health policy as it relates to local working.

Each article is of roughly 300 words, and is sent directly to all CVS, inviting them to use it in their own context, adding local information and contact details.

The first four articles have major issues relating to *Shifting the Balance of Care*, a key shift of emphasis in health care delivery, away from acute care towards primary and community care.

So far, VHS has focused on: the SBC concept itself; the eight Improvement Areas; the key role for the third sector; and the Integrated Resource Framework. Feedback from CVS so far is positive.

As a result of this positive response, VHS has undertaken to continue the service, alongside working directly with individual CVS or regional groupings.

The next article focuses on Outcome Focused Planning tools, as developed by NHS Health Scotland to support community planning partners in taking forward health improvement plans for their areas.

For copies of the articles or to make suggestions for future articles, please contact Bill Weir at bill.weir@vhscotland.org.uk

Bridging the Gap – a new equalities learning resource

Bridging the Gap is a well researched and referenced equalities in health learning resource developed by NHS Education for Scotland (NES).

Although intended for pre-registration nurses, midwives and allied health professionals (NMAHPs) in Scotland, the web-based resource could also usefully be considered by organisations and individuals in the third sector.

Equality in Health

The resource can enable workers to:

- ◆ Recognise and describe key features of the widening health inequalities Scotland
- ◆ Demonstrate an

understanding of the wider determinants of health and the factors contributing to health inequalities

- ◆ Explain the significance of health inequalities for NHS Scotland services
- ◆ Describe ways in which frontline practice can be sensitive to the needs of all patients, carers, service users and colleagues.

Workforce research carried out by VHS and CHEX has shown that the majority of people who are working in the field of health improvement and health inequalities within the third sector are likely to have relevant qualifications, e.g. nursing, community education or social work, or will have relevant experience in one of these fields.

As most however are not currently working directly within the profession e.g. nursing, there is an

ongoing need for learning and development.

Bridging the Gap provides a useful historical perspective on health inequalities as well as giving the most up to date information on current policies and drivers.

Although primarily developed as an online tool in modular format, third sector organisations could use *Bridging the Gap* for increasing health inequalities awareness by focusing on a particular module and making it the basis for group discussion.

As such, it could usefully sit alongside such well established resources as *Health Issues in the Community*. To access *Bridging the Gap*, go to www.equalityinhealth.scot.nhs.uk/nmap/opening-screen.aspx or for more information contact Sally Beautyman at sally.beautyman@nes.scot.nhs.uk

Getting It Right for Every Child

Getting It Right for Every Child (GIRFEC) is a national programme designed to improve outcomes for children and support them to become successful learners, confident individuals, effective contributors and responsible citizens.

GIRFEC is an approach to children's services which puts the child and their well-being at the centre so that the child and their family experience one team supporting them rather than having to negotiate their way around different systems.

It means that services have to be more flexible, sharing common business processes, language and understanding.

GIRFEC is a way of thinking and working that supports the implementation of a wide range of Scottish Government policies including the *Early Years Framework*, *Equally Well* and *Achieving our Potential*.

It grew out of a number of government reviews which found that too many children do not get the help they need, when they need it.

It has been developed by the Scottish Government in partnership with five multi-agency Pathfinder areas, is supported by COSLA and is now being tested by multi-agency Learning Partners in five further areas.

Implementing GIRFEC means

changing the way in which support for children and young people is planned and delivered - by health, social work, education, the police and the voluntary sector.

The voluntary sector's key role is recognised in the Scottish

Government's creation of a dedicated voluntary sector role within its GIRFEC team.

Claire Stevens is seconded to this post

from the voluntary sector and is responsible for engaging the sector in implementation. Claire can be contacted at claire.stevens@scotland.gsi.gov.uk

For more information about GIRFEC visit www.scotland.gov.uk/gettingitright



VHS invited to join Association of CHPs Steering Group

Voluntary Health Scotland has been invited to join the national steering group for the Association of Community Health Partnerships (ACHP), bringing the long-standing informal relationship between VHS and the ACHP closer.

The steering group is the point of engagement between the Scottish Government and CHPs and thus, VHS being represented on the group will allow for greater strategic involvement by VHS and enable the organisation to be better informed about the developing health agenda as it relates to CHPs.

VHS will provide regular updates from the steering group meetings through the CHP e-bulletin as well as by responding individually to requests for information from the third sector.

To do this, VHS will make use of protocol developed to ensure two-way feedback between policy makers and the third sector.

VHS currently sends out to the sector a *pro-forma* for two-way feedback about two – three weeks in advance of the meetings.

Meantime, VHS is supporting the development of a network of third sector representatives on CHP Committees and it is hoped that, in time, direct dialogue between the ACHP and members of the network will take place.

For more information please contact Bill Weir at bill.weir@vhscotland.org.uk or on 0131 220 9942

Lanarkshire addresses *Equally Well* through employability support

A key part of implementing the Health Inequalities Task Force report *Equally Well* has been the setting up of eight local test sites which will lead the way in delivering the Task Force's recommendations.

Each test site is a collaboration between local services aimed ultimately at reducing inequalities in the health and wellbeing of people most in need, taken forward through Community Planning and Single Outcome Agreements.

Therefore the test sites are natural partners for third sector organisations.

With research confirming that work benefits health, helps recovery from illness and disability, enables people to feel part of their community and puts money in their pockets, the Lanarkshire test site is focusing on health and employability.

The test site covers all Lanarkshire and aims to work with partner services not traditionally engaged with the employability needs of their

clients. It has developed a service to support people claiming Incapacity Benefit, or at risk of claiming, to enter or remain in the labour market.

Developing the skills, confidence and competencies of front line staff and setting up protocols to ensure that referrals to employability services are part of routine service provision is key to success.

The test site has brought together a wide range of partners to ensure

that the services and supports which are offered can be personalised to the needs of the participant and that support is provided one-to-one.

The partners have incorporated a range of existing programmes and the Lanarkshire *Routes to Inclusion Group* is ensuring that there is effective inter-agency collaboration.

A single telephone call now allows participants to contact the service and once referred, the aim is to ensure that the process is as simple as possible, with participants directed towards services geared to securing re-employment.

The Health and Employability Advice Line is now taking referrals from individuals and organisations in all sectors and is keen to attract people of working age, irrespective of the benefit they receive.

Thus far, VHS has made efforts to publicise the programme locally through the CVS network.

VHS believes however that in future the sector could play a more active part, linking participants directly

to the many voluntary and community groups which support mental health improvement, physical activity uptake, substance abuse reduction and healthy eating.

Both third party and self-referrals can be made to the free phone number 0800 141 2865.

For more information on the service and how individual organisations can become involved, can contact Lesley Mackay at lesley.mackay@southlanarkshire.gov.uk or on 01698 454726.



Outcome Focused Planning – an opportunity for the third sector

The Health Improvement Performance Management Review began in early 2007 to sharpen the performance management of interventions designed to improve Scotland's health and reduce health inequalities.

Now known as Outcome-focused Health Improvement Planning, the programme is being supported by NHS Health Scotland.

The high level and intermediate health outcomes reflect the combined results of delivering a range of actions, programmes and services by statutory bodies, third sector organisations and partnerships.

In other words, these are outcomes of whole system performance, combining unique and collaborative contributions.

Planning partnerships (CPPs) is being taken forward by Health Scotland.

The outcome-focused planning tools provide a continuous pathway from local service delivery to the Scottish Government's National Performance Framework.

The tools so far available are at: www.healthscotland.com/topics/settings/local-government/SOA-tools.aspx

This is of keen interest to the third sector, given its actual and potential contribution to intermediate outcomes – making a difference to the social, economic and environmental determinants of health.

But the full realisation of the third sector contribution can only take place with informed commissioning of our services.

Evidence from research carried out for and by the sector (Reid Howie

2006, Rocket Science 2007, VHS 2007, 08) shows that there are still challenges to the achievement of successful commissioning, while recent CHEX-led seminars with community health initiatives and NHS managers concluded that employing an outcomes focus to our work and building evidence of the difference we have made is vital to success.

A range of tools suitable for evaluation third sector work already exists, with LEAP (Learning, Planning and Evaluating), developed by the Scottish Community Development Centre, one of the best known.

Tools such as LEAP emphasise that shared planning can be the foundation for effective continuing partnership between agencies and sectors.

The CHEX seminar *How Do We Measure Up?* (Stirling, June 2009) aimed at raising awareness of different approaches to evidence gathering and evaluation and learning about the resources available to support this.

Steven Marwick from Evaluation Support Scotland highlighted the need for building creative indicators of success into all project planning, finding common ground on indicators between commissioners and third sector organisations and establishing trust.

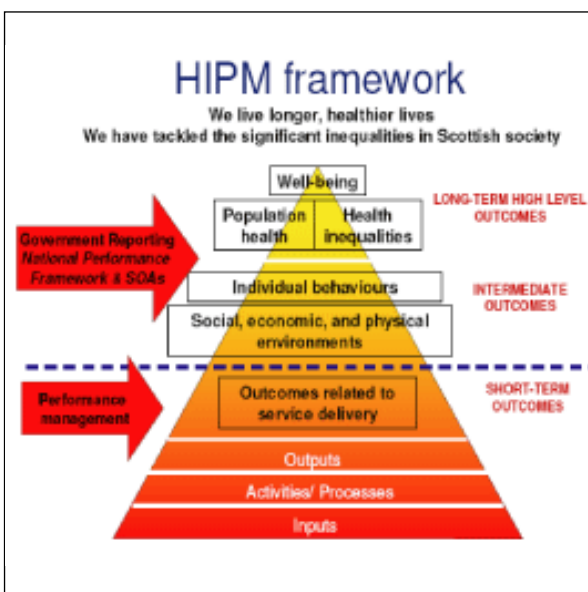
Neil Craig, Senior Public Health Advisor at NHS Health Scotland, highlighted the specific opportunities presented by outcome-focused planning for third sector organisations.

Outcome-focused Planning presents third sector organisations with the chance to demonstrate not only the impact on national and local health outcomes through the HEAT targets and Single Outcome Agreements (SOAs), but to influence local planning for health.

The key is for the third sector organisations to demonstrate the unique value and discrete contribution which they bring to any given joint programme of work.

Health Scotland, along with CHEX and VHS, continues to work on Outcome-focused Planning for the benefit of the third sector.

For further information please contact helen.tyrrell@vhscotland.org.uk or bill.weir@vhscotland.org.uk



The appraisal of, context applicability analysis and dissemination of a range of tools for outcomes-based health improvement programmes for use throughout Community

Health Board Elections update

The Health Boards (Membership and Elections) (Scotland) Act 2009, passed in March this year, made provision for the piloting of direct elections to Scottish NHS Boards in geographical areas.

VHS gave evidence to Parliament at the Bill stages, supporting direct elections in principle, as means to achieving a broader public voice in the development and delivery of local health services.

NHS Dumfries and Galloway and NHS Fife are the two NHS Boards selected by the Scottish Government to undertake a two-year pilot on the

introduction of elected members to NHS Boards.

Election by postal ballot on a Single Transferable Vote basis will take place on 10th June 2010.

Members of the public will be able to stand for and vote in elections which will see elected members - including council representatives - form a majority on the Board. In a UK first, 16 and 17 year-olds will have the right to stand and vote.



Alongside the two pilots, NHS Lothian and NHS Grampian are running two non-statutory pilots which will test the effectiveness of improving ways in which existing mechanisms for public involvement

can be improved.

VHS has consistently said that involving a wide range of community groups and voluntary organisations is the best way to ensure broad local participation and representation, both in standing for election and voting and in existing public involvement structures.

Both Boards say they are fully committed to capturing maximum public awareness and to making sure that communities are given the fullest possible opportunity to find out more about the nomination and election process.

The Boards agree that wide engagement with the voluntary sector in their respective areas is crucial.

VHS intends to support this process – we will update you shortly.

Is yours a mentally healthy workplace?

Positive mental health and wellbeing at work link to improved productivity.

But worries about job security, lack of autonomy and respect and workplace inequality can all impact negatively on productivity. In a recession, with less security of employment, people feel increased stress at work.

Estimates suggest that 17% of workers think that their job is extremely or very stressful and more sickness absence is taken for work-related stress, depression or anxiety than for other causes.

Recent work by the Scottish Development Centre for Mental Health (SDCMH) has, unsurprisingly, revealed interest from employers in tackling

sickness absence related to stress and mental health issues. They say that what they require is “real” support to grapple with the difficult issues of developing partnerships with staff around health improvement.

They want to assess the extent of the problem and devise shared, locally owned practical solutions; and to promote mentally healthy workplaces.



In SDCMH's survey of around 300 employers, factors seen to contribute to wellbeing in the workplace were: fairness, at 84% of responses and job security at 69% of responses.

A high salary was not deemed a major factor in relation to wellbeing at work, with only 13% of respondents identifying this as

strongly contributing to wellbeing.

SDCMH works to influence policies and focus discussion on the significance of mental health and wellbeing for social and economic prosperity.

The Centre acts as a catalyst for change by demonstrating how improving mental health and wellbeing can contribute to reducing health inequalities and social injustice.

It promotes sharing through knowledge exchange, translation of ideas into actions and the development of policies, services and initiatives that enhance mental health and wellbeing.

For further information, contact Hilary Campbell, CEO: Hilary@sdcmh.org.uk www.sdcmh.org.uk

The Equality Duty: putting it into practice

The Scottish Government has published a consultation on the Public Sector Equality Duty, seeking views on the duties that should be placed on Scottish public authorities to assist them deliver on the general Equality Duty outlined in the UK Government's Equality Bill.

Introduced to Westminster in April 2009, the Bill builds on the success of the existing equality duties relating to race, gender and disability and will create a new single public sector Equality Duty which will be extended to cover age, sexual orientation, religion or belief, pregnancy and maternity and gender-reassignment.

This legislation simplifies, strengthens and where possible integrates current equality legislation into a single approach.

Subject to Parliamentary approval it is expected the Equality Bill will receive Royal Assent in Spring 2010 and the public sector Equality Duty is likely to come into force in 2011.



As equality issues are reserved to the UK Parliament, the new Equality Bill will apply in Scotland and Wales as well as in England.

Scottish Ministers have the power to impose specific equality duties on public authorities to assist the delivery of the general duty.

Any new duties must also fit with the *Concordat* between central and local government, the National Performance

Framework, Public Sector Reform and the focus on outcomes, efficiency and transparency.

Consultation questions of interest to the third sector include:

- ◆ How can public authorities demonstrate that they are taking account of equality in their day to day work?
- ◆ Should public authorities set equality objectives, based on evidence and informed by consultation and how should these be made public?
- ◆ Should there be a specific duty for public authorities, when setting their equality objectives, to take reasonable steps to involve and consult employees, service users and other relevant groups?
- ◆ Should public procurement be used to deliver equality outcomes through:
 - Consideration of equality factors as part of public procurement activities
 - Consideration of equality related contract and contract award conditions where these are relevant and proportionate

Whilst the consultation document does not specifically refer to the voluntary and community sector, the Equality Duty

on public authorities should find third sector organisations well placed to offer expertise on a wide range of equalities issues such as advice and support and training and VHS encourages its members to contribute to this consultation where possible.

The consultation runs until 15th January 2010 and can be downloaded from the Scottish Government website at: www.scotland.gov.uk/Publications/2009/09/28154835/0

World Stroke Day - 29th October

Stroke is a major public health challenge in Scotland and beyond. Clinical research has brought about important improvements in stroke prevention and treatment.

However much more research needs to be done that is relevant to the needs of stroke survivors and their families.

The Scottish Stroke Research Network, Chest Heart and Stroke Scotland, The Stroke Association, NHS Greater Glasgow and Clyde Stroke Managed Clinical Network and the Nursing, Midwifery Allied Health Professions Research Unit are jointly supporting an event taking place on World Stroke Day.

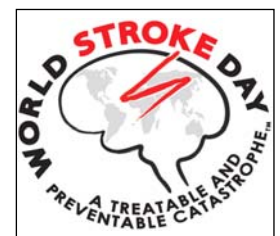
This will focus on ways in which service users can best engage in stroke research.

The programme contains both presentations and two participation workshops addressing the questions:

- ◆ How we can improve current stroke research?
- ◆ How we can ensure we do better research in future?

The event will take place on Thursday 29th October, 10.30am – 3.30pm at the Renfield Centre, Bath Street, Glasgow.

For more information, please contact SSRN Administrator Karen McBurnie at



Karen.McBurnie@ggc.scot.nhs.uk or on 0141 211 4874.

CAB service needed even more in the recession

The recession has substantially increased the number of people seeking advice from Citizens Advice Bureaux.

An overall 9% increase on last year's figures is accounted for by increased numbers of enquiries on debt, employment and benefits.

As the Citizens Advice Service marks its 70th anniversary, all 72 CABs in Scotland are reporting that they are busier than ever before.

Kaliani Lyle, CEO of Citizens Advice Scotland, says that massive demands are being placed on the service: "The recession has seen a huge increase in the numbers of people needing advice, right across Scotland.

Debt cases in particular have soared, and redundancy problems

are also on the rise. As a result, many bureaux are finding it difficult to cope, and are looking for more volunteers to come forward and help out".

The service began in 1939 as a war-time agency and flourished into the post-war years as people clearly needed an organisation to help them deal with the new welfare benefits system.

Today, in the consumer age, it is a vital life-line for people who are in debt and financial difficulty.

Research commissioned to coincide with the birthday - conducted by *Ipsos MORI* - shows that the CAB service is still highly valued: 20% of the population in Scotland have contacted a CAB in the last 3 years. 93% were satisfied with the service they received, and

74% were very satisfied. 98% felt that the service was trustworthy, and 97% agreed that it helped people get 'fair treatment'.

Kaliani Lyle responded: "These figures are hugely encouraging, and a real tribute to all the hardworking volunteers up and down the country who make the CAB service what it is. There is no doubt that there is a continued need for the CAB service.



Kaliani Lyle, CAS CEO

One glance at any one of our waiting rooms will tell you that. We will continue to advise people, because if we didn't, who would? We are grateful for the support and the goodwill of the public and we are ready for the next 70 years."

First Scottish meeting of Nursing and Midwifery Council

Members of the Nursing and Midwifery Council (NMC) will be gathering in Edinburgh next month to meet with public and professional bodies in Scotland and attend their first council meeting to be held in Scotland.

The NMC works to safeguard the health and wellbeing of the public by regulating all nurses and midwives who work in the UK.

On November 5th, members of their Council will be meeting with politicians and other partners to discuss the core priorities for nursing and midwifery regulation in Scotland, examine how these differ from the rest of the UK and identify how the NMC can address them as a four-country regulator.

The NMC also sets standards of education, training and conduct for nurses and midwives and provides advice to the public on

the standards they should expect from those who care for them.

They have fair processes to investigate allegations made against nurses and midwives.

Most complaints about nurses and midwives can and should be resolved locally.

However, if the problem is so serious that the individual may not be safe to care for people, they need to know about it. Anyone can make a complaint to the NMC.

Any organization directly employing nurses or midwives (including those few voluntary organizations which do) is responsible for checking whether they are registered with the NMC. Their employers' confirmation service is available online.

If you would like to attend this meeting, find out more about the NMC, or subscribe to one of their newsletters, visit www.nmc-uk.org, or contact Emily Kessler on Emily.kessler@nmc-uk.org or 020 7462 8884.



Leading charitable funder suspends grant-making activities

The Lloyds TSB Foundation for Scotland will not take grant applications from charities for the "foreseeable future" because it cannot accept a new funding agreement from the Lloyds Banking Group.

However, it is to fully honour existing commitments to charities and will make final awards in December as planned.

Since it was established in 1985, over 12,000 awards have been made to charities, working with disadvantaged communities and people across Scotland, that have benefited from almost £85m disbursed by the Foundation.

The foundation is one of four Lloyds TSB Foundations in the UK that receive a share of 1 per cent of the annual pre-tax profits of the Group.

But because of predicted losses it is due to receive only £39,000 in 2010.

The Foundation said it had been in negotiation with the group for nine months over a funding package to maintain its work until the group returned to profit, but said the terms of the agreement were unacceptable and would destroy its independence.

The agreement involves £6m in funding from 2010 to 2014 but also a permanent reduction in the share of group profits from 1 per cent to 0.5 per cent and the transfer of the authority to decide where money is spent from the Foundation to the Group.

Chief Executive of the Lloyds TSB Foundation for Scotland, Mary Craig, said "On figures that the banking group gave us, we have estimated that if we agree to this, we would be walking away from £22m over nine years, and that's not even touching the fact that they want to decide where to put the money."

"At this time of year, many Scottish charities are waiting to hear what the deadline is for the next round of applications to the Foundation for grants.



Unfortunately, as we remain uncertain as to when we will next receive sufficient money ... we felt we couldn't leave it any longer to alert charities to what is happening as this is as much about their future as it is ours.

The Scottish Government recently acknowledged the tough time being experienced by charities by creating a fund of £1.7m to support them. If the Foundation stops its activities, this money will simply be filling part of the hole we will leave, not providing the additional help as was intended."

Lucy McTernan, Deputy Chief Executive of SCVO said "This is terrible news which comes at a time when the voluntary sector and charities in Scotland are already experiencing huge funding squeezes such as the loss of cash to the London Olympics and reduced access to European Structural Fund money.

Many organisations are struggling to meet the demand for their services which is growing due to the impact of the recession."

"Independent sources of funding, and the progressive approach of the Lloyds TSB Foundation are extremely valuable for voluntary organisations as they are often much more flexible than funding from other sources."

"The Lloyds Banking Group move to curtail this important independent foundation is wholly unacceptable, not least as it is now a bank which is almost half owned by the taxpayer."

More information is available on the Foundation's website at: www.ltsbfoundationforscotland.org.uk

Event Management Training

Regardless of topic, content or audience, the process of organising a conference or event has the same basic principles.

Whilst large organisations and companies tend to have dedicated events teams, in small and medium sized organisations it often falls to staff with no particular training to organise events on top of their daily workload.

A One Day Training Course in Professional Event Management is designed to meet the needs of those required to organise and manage events.

It will be facilitated by Tim Street Training & Consultancy Services in partnership with EMR events combining twenty years of experience in this field.

This course is aimed at people, across all sectors, who are required to organise conferences and events as part of their job or in addition to their main responsibilities.

For further information please contact Eloise on 07951 227905.