



Social Security Scotland Partnership Working Forum

5th Partnership Meeting between  
Social Security Scotland and Council of Scottish Government Unions (CGSU)

<b>Date:</b>	29/03/2023	<b>Location:</b>	Virtual Meeting Room
<b>Time:</b>	12.30-14.00	<b>Chair</b>	[REDACTED]
<b>Attendees:</b>	[REDACTED] James Wallace (JW) [REDACTED] Janet Richardson (JR) [REDACTED] Nicola Rudnicki (NR) [REDACTED]	<b>Apologies</b>	[REDACTED] David Wallace

Item number	Topic:	Owner:
1	[REDACTED]	[REDACTED]
2	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	[REDACTED]
3	[REDACTED] [REDACTED] [REDACTED]	[REDACTED]

	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
4	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	[REDACTED]

5	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	CSGU
6	<p style="text-align: center;"><b>Approaches to hybrid working</b></p> <p>[REDACTED] said this has been raised at previous meetings and feedback has been received from PCS reps which highlighted continuing divisional disparity on the issue around days expected in the office and how attendance is being monitored.</p> <p>[REDACTED] asked if there was a change of approach to hybrid working or central oversight on the messages going out from divisions.</p> <p>[REDACTED] said she had spoken to JW and [REDACTED] about specific areas of concern. [REDACTED] said she had a conversation with colleagues in People Services to understand what is being done to support those who are struggling to return to the office which she felt was very pragmatic. [REDACTED] added that the union concerns related to a particular area having a harder approach to hybrid working.</p> <p>JW said he picked up a conversation with the relevant Deputy Director who stated that there was no tracking spreadsheet being used to monitor attendance. JW added they do review flexi records and also run a booking desk system which indicated that many colleagues are booking desks and not using them.</p> <p>[REDACTED] said People Advice will support those colleagues who have concerns about returning to offices due to health conditions. However, the organisation has been clear that permanent homeworking is not part of our hybrid working approach.</p> <p>[REDACTED] added that both People Advice and the HRBPs are working with the divisions to assist managers with colleagues who are reluctant to return to the office.</p> <p>JR said we do need to be mindful of the health and safety concerns around office attendance to ensure we have enough fire wardens, first aiders and evac chair trained colleagues in the</p>	CSGU

	<p>building each day. JR said the policy hasn't changed and that people should attend the office 1 or 2 days per week.</p> <p>█ asked what would the consequences be for staff not attending the office. █ added the approach SG are taking is still to attract colleagues into the office. Legitimate questions were being asked by staff about why they were being asked to attend an office just to sit on Teams calls.</p> <p>JW explained that the organisation has a hybrid working policy and unions were engaged in the development of that. JW said that policy was clear permanent home working is not part of the policy. JW said it was a reasonable business request to attend the office. JW said being a front line delivery organisation means we need to take a different approach to core SG. JW said it is helpful for the unions to be highlighting if comms are coming from divisions which they do not feel are in line with our corporate messaging.</p> <p>█ acknowledged the benefits of coming together as people and sharing space but highlighted the need to genuinely and authentically explain the reason for people attending the office. █ is not convinced that this conversation is happening universally.</p> <p>█ said it is about creating those genuine opportunities to get benefit out of attending the office.</p> <p>JW said we have excellent collaborative space which is underutilised. Speaking from his own division they encourage people to take control of their day and not to schedule back to back calls when in the office.</p>	
7	<p>█</p> <p>█</p> <p>█</p>	CSGU
8	<p>█</p> <p>█</p> <p>█</p> <p>█</p> <p>█</p>	CSGU
9	<p>█</p>	CSGU

	[REDACTED]	
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	[REDACTED]	
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Action points

<b>Action</b>	<b><u>Owner</u></b>	<b><u>Status</u></b>	<b><u>Any other information</u></b>
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	
[Redacted]	[Redacted]	[Redacted]	
[Redacted]	[Redacted]	[Redacted]	
[Redacted]	[Redacted]	[Redacted]	

