



Social Security Scotland Partnership Working Forum

7th Partnership Meeting between
Social Security Scotland and Council of Scottish Government Unions (CGSU)

Date:	11/03/24	Location:	Virtual Meeting Room:
Time:	14:0 – 15:30	Chair	Nicola Rudnicki
Attendees:	Nicola Rudnicki [Redacted]	Apologies	Janet Richardson David Wallace

Item number	Topic:	Owner:
1	Welcome and Introductions	Nicola
2	[Redacted]	Nicola

	<ul style="list-style-type: none">• [REDACTED] <p>[REDACTED]</p> <ul style="list-style-type: none">• Meeting to be arranged in two weeks' time to discuss hybrid working following on from CSGU meeting. <p>[REDACTED]</p> <p>[REDACTED]</p>	
<p>3</p>	<p>Matters Arising- Hybrid working</p> <p>No further amendments had been made to hybrid working policy. Questions around travel time/commuting had been submitted and there was a need to be clear about what is being said. Everyone has a base location in contract. A small number of people in H&SC/local delivery outwith Dundee/Glasgow locations but majority of employees can travel and there is the flexibility to spend some time working from other SG locations where this was agreed. Wouldn't expect anyone to work out of SG locations regularly. Work on revising the heat maps showing distances from home to base locations is being updated. Sensible conversations are needed in business areas around what can be accommodated.</p> <p>CSU meets next week to discuss concerns about travel time and cost particularly for A band employees. They are looking for a way for staff to have that time in office which won't result in any financial hardship. Looking for comparisons with SG and wider civil service expectations. Pragmatic conversations may result in employees working in other government locations and not getting benefits of collaboration with colleagues.</p> <p>Issues with base locations for example one person's base location is Dundee and rest of the team is based in Glasgow. Another contracted to north west coast of Scotland- no other staff contacted out of this location.</p>	<p>Nicola</p>

	<p>Sensible conversations around this within each business area.</p> <p>CSGU asked about consideration of SG piloted regional hubs. Giving staff spaces to engage with colleagues- maybe not immediate team but colleagues within wider organisation.</p> <p>Action Point: Meeting to be arranged in two weeks' time to discuss hybrid working following on from CSGU meeting.</p>	
4	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	<p>[REDACTED]</p>
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<p>[REDACTED]</p>	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
