



Respondent Information Form

Please Note this form **must** be completed and returned with your response.

To find out how we handle your personal data, please see our [privacy policy](#).

Are you responding as an individual or an organisation?

- Individual
 Organisation

Full name or organisation's name

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The Scottish Government would like your permission to publish your consultation response. Please indicate your publishing preference:

- Publish response with name
 Publish response only (without name)
 Do not publish response

Information for organisations:

The option 'Publish response only (without name)' is available for individual respondents only. If this option is selected, the organisation name will still be published.

If you choose the option 'Do not publish response', your organisation name may still be listed as having responded to the consultation in, for example, the analysis report.

We will share your response internally with other Scottish Government policy teams who may be addressing the issues you discuss. They may wish to contact you again in the future, but we require your permission to do so. Are you content for Scottish Government to contact you again in relation to this consultation exercise?

- Yes
 No

Consultation questions

We are inviting responses to this consultation using the Scottish Government's consultation hub. [Access and respond to this consultation online.](#)

The following questions are set. In your response, all questions have the option to answer yes or no. You are invited to provide further comment in a free text box. If you wish to make specific reference to a section of the policy, please quote the relevant numbered line in this consultation document.

Section 1. Flexible Work Pattern Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Our Fellows consider that handover is critical for many physicians, and that it might be appropriate to include a requirement to demonstrate how continuity/communication will be supported where people work flexibly including practicalities around format/equipment to support eg PC/phone set ups and content/frequency. Fellows understand that this will inevitably vary from setting to setting.

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

The RCPE considers that as long as these policies are applied fairly within a clear framework they should support and promote equality.

Section 2. Retirement Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Some Fellows questioned why taking annual leave was discouraged during phased retirement and expressed the view that there should be scope to take at least a pro rata amount over the course of the phased period. They suggested that 3 months with no annual leave, albeit it on reduced hours, does not instinctively appear to support recuperation and recovery as implied.

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

Section 3. Career Break Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Some Fellows expressed the view that there could be more made of pensions implications and perhaps some help should be provided with signposting advice, for example a link to SPPA. They stated that simply encouraging contact with SPPA and considering pension implications is insufficient, and that many staff considering or requiring career breaks may be in stressful situations necessitating breaks so support from the employer is critical.

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

As above, in relation to pensions implications.

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

Fellows consider that many requiring/requesting career breaks may be from protected characteristics groups eg women looking after children/relatives or following their partner's jobs so it is important to ensure staff have access to robust advice and support and that the whole process is made as simple and efficient as possible for employees.

Section 4. Special Leave Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

A number of Fellows suggested the employer should have a duty to support a staff member's wellbeing and that guidance/supporting documents should include guidance to help achieve this eg reference to wellbeing checks/signposting to GP and other health support and advice.

In relation to the definitions listed, some Fellows wished to see **unpaid** carers for adults referred to specifically within the section on carers. They emphasised the increasing number of NHS staff who are unpaid carers for elderly relatives, something that will only continue due to demographics and continuing pressure social care services.

Another Fellow stated that it would be appropriate to reference details of any policy on paid leave for Sabbaticals within this section.

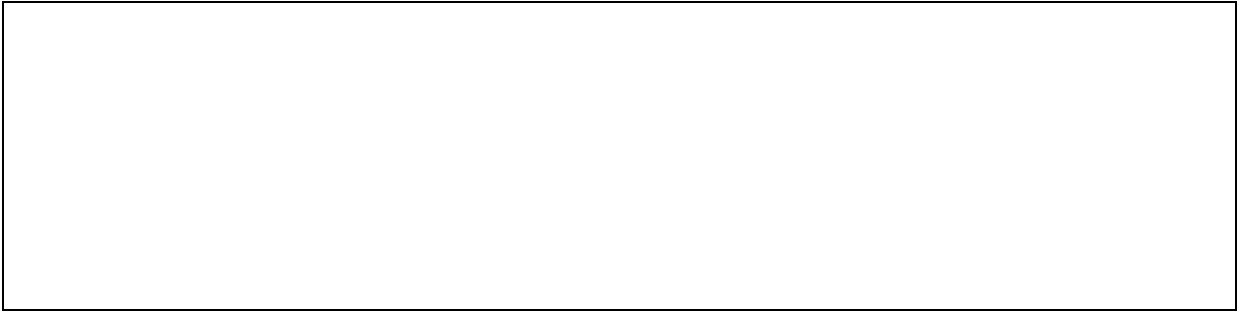
Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail



Section 5. Maternity Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

One Fellow questioned the use of the term 'Scottish Medical Training Programme' as they were unfamiliar with it, despite being involved in a Deanery, although they understood it may be a genuine cover all for doctors in NES training posts.

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

Section 6. New Parent Support Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

Section 7. Shared Maternity and Shared Adoption Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

Section 8. Parental Leave Policy (5 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

Question 5:

Should the entitlement to paid parental leave be extended to include step parents?

Yes No

Please provide detail

The RCPE considers that this should be extended where a step parent legally has parental responsibilities and rights.

Section 9. Breastfeeding Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail

Section 10. Adoption, Fostering and Kinship Policy (4 questions)

Question 1:

Do you feel that there are any gaps in the policy?

Yes No

Please provide detail

Question 2:

Do you feel there are any gaps in the proposed list of supporting documents?

Yes No

Please provide detail

Question 3:

Do you have any other comments to make on the policy?

Yes No

Please provide detail

Question 4:

Do you have any views on the potential impacts of this policy on equalities groups?

It is against the law to discriminate against someone because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. These are protected characteristics under the Equality Act, 2010.

Yes No

Please provide detail