
DRAFT SCOTTISH STATUTORY INSTRUMENTS

2011 No.

**The Healthcare Improvement Scotland (Requirements as
to Independent Health Care Services) Regulations 2011**

Staffing

12. A provider must, having regard to the size and nature of the service, and the number and needs of service users—

- (a) ensure that at all times suitably qualified and competent persons are working in the independent health care service in such numbers as are appropriate for the health, welfare and safety of service users;
- (b) ensure that at all times a suitably qualified health care professional is working within the independent health care service whilst service users are present;
- (c) ensure that each person employed in the provision of the independent health care service receives—
 - (i) regular performance reviews and appraisals;
 - (ii) education and training appropriate to the work they are to perform; and
 - (iii) suitable assistance, including time off work, for the purpose of obtaining further training and qualifications appropriate to such work;
- (d) ensure that any person working in the independent health care service who is not employed by the provider, is appropriately supervised and has undergone an appropriate induction programme while carrying out their duties; and
- (e) ensure that such steps as may be necessary are taken to address any aspect of—
 - (i) a health care professional's clinical practice; or
 - (ii) the performance of a member of staff who is not a health care professional which is found to be unsatisfactory.