

**Directly-employed staff**

1. Which trade unions are recognised for collective bargaining for directly-employed staff in your Board?  
NHS Dumfries and Galloway does not negotiate at a local level re TCS, all TCS matters are reserved for national negotiation by Scottish Government
2. How many directly-employed staff within your Board (headcount rather than full-time equivalent figures please) are covered, respectively, by:
  - a. the NHSScotland Agenda for Change agreement;  
There are 4,676 directly employed staff are covered, by the NHSScotland Agenda for Change agreement.
  - b. NHSScotland doctors' and dentists terms and conditions;  
There are 432 directly employed medical and dental staff that are covered, by the NHSScotland doctors' and dentists' terms and conditions.
  - c. any other collective agreement that may apply (please say which).  
None.
3. Please say whether bank staff are:
  - a. counted in the above totals (typically how many); or  
Yes, 1,434 Bank staff are counted in the above figures
  - b. additional to the above totals (typically how many)  
AfC Staff - 1,222  
Doctor/Dentist T&C's - 212

Please note that some these staff members will also hold substantive posts within the Board

**Contracted-out staff**

4. Which contractors, if any, deliver your contracted-out services (for example, cleaning or catering)?  
Serco deliver a contracted out service for building maintenance of Dumfries and Galloway Royal Infirmary through an NPD contract.
5. How many staff, approximately, do the largest contractors each employ there? Serco employ 19 people.
6. Do those contractors demonstrate Fair Work Practices (such as the Living Wage, trade union recognition, and collective bargaining)? They do demonstrate Fair Working Practices, recognising Unions and collective bargaining.
7. Do they apply Agenda for Change or NHSScotland doctors' and dentists' pay and term and conditions?  
All employees shadow as a minimum requirement Agenda for Change conditions.