

Grampian Area Partnership Report (GAPF) to Grampian NHS Board

The GAPF is the main Grampian forum for the conduct of employee relations. It has delegated authority from the Chief Executive Team (CET) and the NHS Grampian Board to develop and reach agreements on Grampian-wide employee relations matters subject to approval by the relevant senior management and individual Trade Unions and Professional Organisations involved.

Purpose of Report

This report updates the Grampian NHS Board on items discussed at the Grampian Area Partnership Forum.

Recommendation

The Board is asked to note the following items from the Grampian Area Partnership Forum meetings from December 2022 and January 2023.

Appropriately trained and developed (Staff Governance Standard, SGS)

GAPF Development Sub-group Annual Report

GAPF were provided with an interesting and informative update on the work being undertaken by the Development Sub-group over the previous 12 months and their workplan for the next year. The report included an excellent video showing staff who have undertaken training and have excelled despite adversity and challenges. The link to the video can be provided to colleagues who are interested.

Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community (SGS)

Health and Safety Executive (HSE) Visit Update

GAPF were updated on the continuing progress to comply with the improvement notices and notice of contravention issued by the HSE following their visit to ARI in March 2022. It was reported that the HSE had given further positive feedback on the improvements achieved so far.

Treated Fairly and Consistently, with Dignity and Respect, in an environment where Diversity is Valued (SGS)

National Profiles for Nursing and Midwifery Health Care Support Workers

GAPF have been regularly updated by the Short Life Working Group who are implementing this nationally agreed piece of work which will allow this cohort of staff to be regraded from Band 2 to Band 3. While good progress has been made, approximately a third of this staff group have not yet been processed as required by the Scottish Terms and Conditions Committee (STAC). GAPF have suggested additional actions to support the SLWG in completing this work.

Well Informed (SGS)

Finance Update

Updates were given by colleagues from the Finance Department on the significant challenges for NHS Grampian in the current and next financial years. Further input has been requested from members of GAPF to help identify potential savings in the short and longer term.

Weekly Pay for Bank Workers

GAPF were advised of the one year test of change which CET have approved to pay bank workers on a weekly basis, which seeks to improve the take up of bank shifts and may positively impact on the costs of supplementary staffing. GAPF were given assurances about how the consequences of this change on individual workers could be mitigated. The test of change will be reviewed at regular intervals with GAPF being updated at each stage.

Additional Public Holiday for the Coronation of King Charles III

GAPF were advised of the decision taken for an additional Public Holiday to be given to all staff on Monday 8th May, in recognition of the coronation of King Charles III on Saturday 6th May. The Terms and Conditions Sub-group had developed a guidance note for the service which has since be communicated within the organisation.

Involved in Decisions (SGS)

System Pressures and Winter Planning

GAPF were given the opportunity to discuss and contribute to the Winter Surge Plan prior to its approval by the Board in December. The ongoing system pressures and the efforts to improve system flow were discussed in January along with an invitation to participate in a special meeting of the Whole System Decision Making Group.

Industrial Action Short Life Working Group

GAPF have been updated at both meetings of the continuing work of the Short Life Working Group given that the threat of industrial action has been paused, pending the pay negotiations for the next year 2023/24, which are intended to make substantial progress by the end of February. As a consequence this group will meet on a monthly basis to maintain a watching brief.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

January 2023