

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 August 2022 and September 2022.

August 2022

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

Derogations and the impact on staff

GAPF discussed the impact on staff and their wellbeing of the impact from the derogations due to the continued extreme pressures across the system. The impact of the derogations on staff, particularly those in non-clinical roles, was being highlighted by the staffside organisations. The support available to staff through Occupational Health and the We Care programme was recognised, with some evidence suggesting lower uptake from non-clinical staff groups. GAPF will continue to monitor the situation in the coming months.

Health and Safety Executive (HSE) Visit Update

GAPF were updated on the work in 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 would not expect all the training to be complete for end October 2022 but did wish to see significant progress and receive reports on the percentage of staff trained.

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

Deactivating the Management of the Workforce during and after Major Incidents including Pandemic Policy working group

GAPF were updated on the work to deactivate the provisions within the policy which were activated at the beginning of the pandemic. It was recognised that this was

complex work, which required input from the Terms & Conditions Sub-group, to ensure that staff were being treated fairly and consistently. GAPF noted the Scottish Government circular advised of changes to Covid Special Leave to take effect on 1st September, with local guidance being developed.

Well Informed. (SGS)

Finance Update

A presentation was provided on the financial situation and significant challenges for NHS Grampian in this financial year. Finance colleagues asked for support in identifying potential savings to meet the challenge.

Involved in Decisions. (SGS)

Health and Care Professions Registration Policy Shared Parental Leave (Birth) Policy Shared Parental Leave (Adoption) Policy

These updated policies were presented to GAPF for approval, which was granted. The updated versions of the policies will be published on the intranet in the usual way.

Baird Family Hospital and ANCHOR Centre

GAPF were presented with an update on these projects. Those in attendance acknowledged the significant amount of work undertaken.

GAPF Endowment Sub-Group Annual Update

The annual update from the GAPF Endowment Sub-Group was presented to the meeting. The update highlighted the work progressed by the group, including the revision of processes to align with NHS Grampian Endowments Committee to improve the experience for applicants.

September 2022

Additional items which were discussed this month under the elements of the Staff Governance Standard.

Involved in Decisions. (SGS)

GAPF Prevent Workshop

An update was provided to GAPF from the workshop which took place in August and was open to all members of GAPF and a wider audience. The working group have agreed not to continue developing a Prevent Policy, focussing instead on updating the training modules for staff.

Industrial Action Short Life Working Group

GAPF were informed of the establishment of a Short Life Working Group to allow NHS Grampian to plan for the potential Industrial Action which may occur due to the pay dispute between the Scottish Government and the recognised Trade Unions and Professional Organisations. At this time, 6 staffside organisations are planning to ballot their members on action up to and including strike. The SLWG is a partnership group with representation across the system to develop communication messages and to assist NHS Grampian and the Health & Social Care Partnerships to mitigate any industrial action, while recognising the right of staff to progress their dispute. Regular updates will be given to GAPF in the coming months.

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

Public Holiday for State Funeral of Her Majesty Queen Elizabeth II

GAPF acknowledged the work done to minimise the service disruption while delivering a Public Holiday with very little notice, at a time when the system continues to be under extreme pressure.

Appropriately trained & developed (SGS)

Wider Cohort System Leadership Monthly Meeting Statutory & Mandatory Training SLWG

An update was presented to GAPF on the work of the short life working group which had been established to consider the specific actions for statutory and mandatory training requirements, endorsed by the Chief Executive Team. GAPF welcomed the progress made with the plan of action for the coming months.

Well Informed (SGS)

Short Life Working Group Band 2 Nursing/Midwifery Health Care Support Worker Re-Banding Process

GAPF were provided with an update on the work being progressed by the short life working group that is overseeing the HCSW re-banding process. There were some concerns raised about the level of engagement of frontline staff and their managers, which will be followed up and resolved as part of the work being done.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

September 2022