

The GAPF is the main Grampian forum for the conduct of employee relations. It has delegated authority from the System Leadership Team (SLT) 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 key issues arising from GAPF.

Recommendation

The Board is asked to note the following key points from the Grampian Area Partnership Forum meetings from April 2021 and May 2021.

April 2021

Policies Approved

None

TUC Dying to Work Charter

NHS Grampian received a letter from the Scottish Partnership Forum in relation to the TUC Dying to Work Charter, which the Scottish Government are asking Boards to adopt. The charter outlines the support which should be available for staff who receive a terminal diagnosis. Support is already available to staff, bespoke to each individual's circumstances. NHS Grampian were commended for the excellent support they have provided to staff. A small short life working group will be established to consider the requirements for adopting the TUC Dying to Work Charter with a report to the Area Partnership Forum highlighting any recommendations at a future meeting.

Review & refresh of Area Partnership Forum

As part of the transition out of Operation Snowdrop, the Area Partnership Forum has an opportunity to consider how it can continue to support and function within the System. This will be explored further at future meetings, acknowledging the Big Rocks activity previously undertaken by the forum in 2018/19.

Update on eESS

Pauline Rae, Workforce Service Manager, updated the Area Partnership Forum that eESS would be going live at the end of September 2021. Work would be starting locally in readiness. It was noted that the implementation had been delayed due to the impact of the pandemic response.

We Care feedback

Anne Inglis, Head of Organisational Development, updated the Area Partnership Forum on the activities which had taken place and were scheduled to take place to support staff through the We Care Programme. It was noted that the treat bags, which had been recently distributed, were being well received by staff across the System.

Remobilisation & Team Recovery

Organisational Change and the interpretation and application of the policy were discussed, related to the remobilisation plan, with an acknowledgement that a new group to look at Organisational Change was being established to ensure comments and concerns could be raised and discussed. The establishment of links with the Staff Governance Committee would also be considered as part of the work of this group.

Proposed Area Partnership Forum Development Day

The Area Partnership traditionally hosted an annual development day and a virtual development day would be hosted in 2021. Members of the Area Partnership Forum were asked to indicate if they would be interested in joining a group to consider the themes for the day. Information to be circulated when available.

March 2021

Policies Approved:

Policy for the Management of Medical Sharp Instruments

Asbestos Policy

Water Safety Policy

Staff Award and Recognition Programme (STAR)

The Area Partnership Forum were provided with an update regarding the ongoing and planned activity of the Staff Award and Recognition (STAR) Programme and the commitment from NHS Grampian to continue and develop the programme in relation to staff awards, long service recognition and retirements.

Interdependencies of Operation Snowdrop, Remobilisation & Portfolios

Adam Coldwells, Director of Strategy & Deputy Chief Executive, and Alan Gray, Director of Finance, gave a joint presentation providing detail of the interdependencies of the transition from Operation Snowdrop, the Remobilisation Plan and the Portfolio work which was in the early stages of development. Following the presentation, the Area Partnership Forum had an interesting discussion acknowledging the importance of the team readiness and recovery work which was underway. It was also recognised that NHS Grampian staff included staff across all levels of the System from frontline staff to the Executives and Non Executives on the Board and rest and recovery would be different for each staff group.

Remote Working

The Area Partnership Forum were updated on the work underway across the System to support the continuation of remote working in line with the current Scottish Government guidance and that work would be undertaken to provide the appropriate working environment and conditions for staff in the future.

Dr Gray's Hospital Reconfiguration

Alasdair Pattinson, General Manager, Dr Gray's Hospital, gave a presentation regarding the work currently underway within Dr Gray's to consult and engage with staff regarding reconfigurations aligned to the remobilisation plan.

Lateral Flow Devices

Caroline Hartley, Covid-19 Testing Project Team, attended the Area Partnership Forum to provide an update on the ongoing activity across the System to encourage and support staff to undertake and report on the Lateral Flow Device testing, which although voluntary, was being encouraged as part of the ongoing response to Covid-19.

Area Partnership Forum Development Day

The Area Partnership Forum Development Day was confirmed for Thursday 17th June with a focus on Learning from Partnership through the Pandemic. Information would be circulated when available and attendance was encouraged.

Rachael Little

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

May 2021