

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 October and November 2022.

#### **October 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)**

#### **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 had given positive feedback on the improvements achieved so far.

#### **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 advised that the Policy would be formally deactivated on 1<sup>st</sup> November 2022. The working group were thanked for their work to allow the system to return to business as usual working.

#### **Change Management Oversight Group**

GAPF were provided with an update on the work of this partnership group which monitors and supports the various redesign and tests of change across the system. This is achieved by maintaining updated information on the active processes and seeking assurance from managers about how they are progressing, which are supported by HR and Partnership Representatives.

## **Well Informed. (SGS)**

### **Finance Update**

Presentations were provided on the financial situation and significant challenges for NHS Grampian in this financial year. Finance colleagues asked for continued support of Value and Sustainability Group in identifying potential savings to achieve the level of overspend which was forecast at the beginning of the financial year.

### **Workforce Plan**

GAPF was given an update on the NHS Grampian Workforce Plan which had been positively received by the Scottish Government. The Workforce Team would be providing support to managers on the items on the action plan over the next 12 months.

## **Involved in Decisions. (SGS)**

### **Car Parking Review**

GAPF were advised that the Car Parking Review Group has started to meet and will be considering the provision of parking permits on the larger NHS Grampian sites, which are oversubscribed with requests from staff.

### **System Pressures, Planned Care and Winter Planning**

GAPF were given a presentation on these related topics with a discussion on the improvement work which was being undertaken with a view to improve service delivery and performance, as well as reducing system pressures.

## **November 2022**

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

## **Involved in Decisions. (SGS)**

### **Industrial Action Short Life Working Group**

GAPF have been updated at both meetings of the ongoing work of this Short Life Working Group to allow NHS Grampian to respond to the possible 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, 8 staff side organisations have balloted or are balloting their members on action up to and including strike. Four of those organisations have met the threshold for industrial action, although none have yet given formal notification of industrial action to NHS Grampian. Regular updates will continue to be given to GAPF in the coming months.

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

**Staff Breaks, Rest and Recovery**

GAPF were asked to support the establishment of a Joint Working Group with the Area Clinical Forum to seek to develop solutions to the longstanding issue of staff not taking appropriate breaks during their working time. This is a difficult problem to resolve but is linked to staff wellbeing, health and safety. There was a good discussion and a clear commitment given to make positive changes and overcome the custom and practice which has allowed staff to think it is acceptable to work through or not take their breaks.

**Steven Lindsay**

**Employee Director**

**Co-Chair, NHS Grampian Area Partnership Forum**

**November 2022**