



NHS GRAMPIAN
Meeting of the Grampian Area Partnership Forum (GAPF)
Thursday 20 January 2022 - 10am to 11am
Microsoft Teams

Board Meeting 07.04.2022 Open Session Item 11.8
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Present:

Adam Coldwells, Director of Strategy and Deputy Chief Executive (Co-Chair) – Chaired the meeting
 Rachael Little, Elected Staff Side Chair/Employee Director (Co-Chair)
 Mike Adams, UCATT
 Paul Allen, Director of Facilities, Estates & eHealth
 Diane Annand, Staff Governance Manager
 Ian Cowe, Health and Safety Manager
 Jamie Donaldson, Elected Staff Side Chair of Health & Safety Representatives Group
 Dianne Drysdale, Executive Business Manager
 Joyce Duncan, Non-Executive Director, Chair of Staff Governance Committee
 Jane Ewen, Nurse Director (deputy for June Brown)
 Alistair Grant, RCN
 Gemma Hood, SOR
 Stuart Humphreys, Director of Marketing and Corporate Communications
 Steven Lindsay, Unite
 Deirdre McIntyre, RCOP
 Martin McKay, UNISON
 Patricia Morgan, Health and Social Care Moray
 Alex Pirrie, Service Manager, Aberdeenshire
 Tom Power, Director of People & Culture
 Sandy Reid, Lead – People & Organisation, Aberdeen City Health and Social Care Partnership
 Cheryl Rodriguez, Head of Occupational Health and Safety
 Kerry Ross, Deputy Business Manager, Mental Health and Learning Disabilities
 Philip Shipman, Acting Head of People and Change
 Kathleen Tan, CSP
 Joan Anderson, Partnership Support Officer

In Attendance:

Chloe Emslie, Graduate Apprentice - observer for whole meeting
 Fiona Mitchelhill, Lead Nurse, Aberdeen City – for item 4b
 Julie Warrender, Transition Lead, Nursing - for item 4b

	Subject	Action
1	<p>Welcome and Apologies</p> <p>Apologies were received from: June Brown, Executive Nurse Director (deputy Jane Ewen) Susan Carr, Director of Allied Health Professionals & Public Protection Janet Christie, BAOT Albert Donald, Non-Executive Director/Whistleblowing Champion Caroline Hiscox, Chief Executive Alan Gray, Director of Finance Gerry Lawrie, Head of Workforce & Development Cameron Matthew, Divisional General Manager, Acute Gavin Payne, General Manager of Facilities and Estates</p>	

2	<p>Minute of meeting held on 16 December 2021</p> <p>The minute of the last meeting was approved.</p>	
3	<p>Matters Arising</p> <p>Item 6c - Policy for the Recording of Business Meetings or Hearings within Formal Policies</p> <p>Steven Lindsay reported that the policy review group had met and he expected to have an updated version ready to present to the next GAPF meeting which would take into account all the issues raised at the December 2021 GAPF meeting.</p> <p>Healthcare Waste - SBAR on Pre- Acceptance Audits for Healthcare waste</p> <p>Jamie Donaldson reported that there was an SBAR highlighting amendments to healthcare waste disposal (attached).</p>	
4	<p>Involved in Decisions</p> <p>a. NHS Grampian Plan to Respond to Omicron</p> <p>Adam Coldwells outlined the background and situation around the Omicron Plan. ~The Omicron Plan had not been enacted but a lot of useful work had been done in preparation for another Covid peak or a similar situation.</p> <p>The Chief Executive had the final decision to enact the Omicron Plan.</p> <p>Important to try to set out staff may have to work differently with huge demands on the System with the potential for high staff absence so derogations may have to change again. Working with derogations for many months and this would step up again and how professionals would support staff with this.</p> <p>Series of actions which concentrate on how we deploy people and could potentially do things which might be unpalatable eg cancel leave and how cease activities, research and teaching etc.</p> <p>An important part for NHS Grampian was communication and engagement with staff and the public.</p> <p>The Omicron Cell – was to change remit to consider recovery for the whole system, including staff recovery, health debt, new direction – strategy and implementation plan.</p> <p>The group discussed the Omicron Plan and communication and the following comments were made:</p>	

- Exemption to self-isolation and recent changes – flow chart in Daily Brief useful however, key messages around the testing at appropriate time to allow staff to return to work would be welcome
- Communication was one of the biggest issues for staff
- Policies to be considered when making any changes to the way staff work
- Are the surge arrangements to be looked at again?
- A communication on temporary deployment and the potential distinction between the Omicron Plan and what might happen in the future
- Two benefits in working arrangements for pandemic. A higher profile on staff wellbeing and integrated working across health and social care partnerships, and beyond. A wish for these not to be lost sight of
- Communication to encourage staff to stay and not retire or leave
- Ways to encourage staff to stay on and not leave or retire must be equitable across sectors and professions
- Scottish Government were seeking updates from boards across country on the retirement figures. Agreed to derogate from current retirement arrangements for people coming back to roles post retirement to make this easier for people to come back to work.
- Integrated working encouraged but there was a need to look over any changes made during the pandemic to ensure policy was followed and if not, further discussions would be required
- Staff wellbeing and integrated working is incumbent the organisation and everyone to keep highlighted
- Communication in Daily Brief on staff wellbeing and GAPF views welcomed
- Resources for staff wellbeing may reduce but it was important to keep this high on the agenda as some issues were historical and not through the pandemic
- In summer 2020 work was undertaken with the Systems Leadership Group to agree a strategic direction for a budget for staff wellbeing
- Deployment Cell continually reviewing staff deployment processes. Recognised deployment can cause anxieties in staff and GAPF views welcomed on how to reduce this
- Timelines around deployment of staff critical. If agreed timeline is not possible, regular communication with staff important
- Self-isolation exemptions – another significant challenge as guidance was ever changing and some were relatively small changes. To try and get this information to staff in a way that people can understand was a challenge. Views sought on how to do this differently or better.
- Everyone asked to cascade to their teams to ensure those without access to computer can see the Daily Briefs
- Reminder to staff of that what they read in the press is for a wider audience and what is happening within healthcare may be different

- Acknowledgement that a severe message for the public may be detrimental to staff, however, it was hoped that a severe message on lateral flow tests, etc may encourage people to register results. May also reassure people that the organisation is taking the situation seriously
- Lateral Flow Device testing was a two tier system, one for public and one for health and care. New evidence and guidance being released regularly which makes it more and more complex
- Could be entering a period of financial challenge over the next few years
- Moral injury to staff a big issue. Never had an extended period of trauma like this. More trauma training and funding for this was required
- A managers right to request 7 day working which had been active since March 2020 through the Policy for Management of the Workforce during and after Major Incidents including Pandemic and part of the overall pandemic response and discussions

Actions:

- Stuart Humphries to discuss with Rachael Little the wording around messages to staff on Staff Exemptions for self-isolation
- GAPF agreed that views should be sought on information to include in another open letter similar to the one circulated by Tom Power in December 2020 to be sent to all staff explaining the updated situation with Omicron Planning and staff pressures, etc. The different messages from the Scottish Government to the public and what was happening within healthcare was to be acknowledged.

Summary of communication from Tom Power – link with Workforce and Communications Cell. Explain again what staff were being asked for around flexibility and deployment and why. Understand day to day pressure and longer term pressure. Mention planning for extreme surge had been given consideration and if there was unprecedented level of demand beyond the current demand, the Workforce Cell would look at policy and deployment of staff. Ask people to stay onboard and help with responding to this challenging time. Highlight wellbeing of staff and support available.

- Further comments noted in the chat would be picked up by Tom Power as follows:
 - It is important to communicate again the asks re: staff deployment and ongoing flexibility.
 - Ensure there is a distinction between what we are doing now (Op iris) and the potential needs around Omicron surge.

	<p>The agreement would return to February 2022 meeting if ready for final approval.</p> <p>Ian Cowe wished to check health and safety training for staff working together in Rosewell House from different organisations. He would take this forward with Fiona and Julie outside the meeting.</p>	IC
5	Well Informed – no items	
6	Treated Fairly and Consistently, with Dignity and Respect, in an environment where Diversity is Valued – no items	
7	Appropriately Trained and Developed – no items	
8	Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community – no items	
9	Any Other Competent Business - none	
10	<p>Communications messages to the Organisation</p> <p>The group agreed to take forward an open letter to staff from Tom Power.</p> <p>Rachael Little would summarise the agenda items from the meeting into a Board Report on behalf of GAPF.</p>	TP RL
11	<p>Date of next meeting</p> <p>The next meeting of the group to be held at 10am to 12noon on Thursday 17 February 2022 via Microsoft Teams.</p> <p>Agenda items to be sent to gram.partnership@nhs.scot by 10 February 2022</p>	

Joan Anderson - gram.partnership@nhs.scot