

## **Grampian Area Partnership Report (GAPF) to Grampian NHS Board**

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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 meeting from May 2023.

### **Well Informed (Staff Governance Standard, SGS)**

#### **NHS Retail Catering Units**

GAPF were advised of the pressures on the Retail Catering Units given the increasing costs and the ongoing requirements that the service must break even as it is not allowed to be subsidised by the organisation. GAPF provided some helpful feedback for colleagues in Facilities and Estates, before a proposal for price increases is submitted to the Chief Executive Team for decision.

#### **Finance Update**

Updates were given by colleagues from the Finance Department on the anticipated year end position while the annual accounts for the previous year are being prepared and audited. The financial challenges for NHS Grampian in the new financial year, was discussed once again.

### **Appropriately trained and developed (SGS)**

#### **GAPF Development Event**

GAPF were informed of the ongoing work for the rescheduled event, which it is hoped will take place in the early autumn as an in-person event, given that the event had had to be postponed from April.

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

**Self Certification for Sickness Absence**

GAPF discussed and approved a proposal from the Policies Sub-group for the process of self certification to be amended by allowing colleagues to fill in one document, as part of the return to work process, rather than continuing with two forms being completed and filed.

**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 welcomed the most recent update which confirms that only a very small number of colleagues have not been considered as part of the regrading process which has been underway since the summer of 2022. The work of the Short Life Working Group was acknowledged, as they turn to the next phase of this work, for the Band 2 bank workers.

**Involved in Decisions (SGS)**

**System Pressures**

GAPF received a presentation on the pressures faced by colleagues in Primary Care which was a reminder of the connectedness and the challenges across the whole system.

**Industrial Action Short Life Working Group**

GAPF were given an update on the work of the SLWG who have been meeting much more regularly given the outcome of the Junior Doctors strike ballot, which gives the BMA a strike mandate. At the time of submitting this report, notification of industrial action has not been given while pay negotiations appear to be continuing with the NHS employers and Scottish Government.

**Steven Lindsay**

**Employee Director**

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

**May 2023**