

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

---

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 in March 2024.

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

#### **Non-Pay Elements of Agenda for Change Pay Award**

Gavin Doherty, HR Manager, provided an update to GAPF on the preparatory work being done on the Non-Pay Elements of the 2023/24 Agenda for Change Pay Award which were approved by the Cabinet Secretary at the end of February 2024, with an implementation date of 1<sup>st</sup> April. Significant work needs to be done to implement these including a half hour reduction of the working week for full-time staff with no loss of pay; protected time for learning; review of Band 5 nursing profiles.

A Steering Group has been set up, that will be accountable to GAPF and CET, with separate working groups for each element as well as one focusing on the changes to various business systems to support the changes.

#### **Citizen and Colleague Engagement**

Luan Grugeon, Strategic Development Manager, presented the new approach to Citizen and Colleague engagement which has been approved by the Population Health Committee with the action plan for the next 3 years providing the support to services to put people first.

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

#### **Car Parking**

Ted Reid, Head of Logistics Services, advised GAPF that the current use of the Lady Helen Parking Centre by staff, patients and visitors will continue until the end of June 2024 when Aberdeen City Council considers the application for a permanent change

of use which was agreed in autumn 2023. Further updates will be given when the Council decision is made.

### **Balanced Governance – a Framework for Transformation**

GAPF were advised of the work being done by a group which is co-chaired by Susan Webb, Director of Public Health, Mark Burrell, Chair of the Area Clinical Forum, and Steven Lindsay, Employee Director, to develop a mechanism for services to use to transform, in the medium term, while achieving Balanced Governance between Staff, Clinical and Financial Governance as well as delivering on the Prevention elements of NHS Grampian's Plan for the Future. A commission paper is being drafted and will be shared with GAPF, ACF and the CET in the next few weeks.

**Steven Lindsay**

**Employee Director**

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

**March 2024**