

## **Grampian Area Partnership Report (GAPF) to NHS Grampian 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 in February 2025.

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

#### **Concerns about Staff Experience**

Jason Nicol, Head of Wellbeing, Culture, and Development, provided an update on behalf of the working group who are developing a survey to identify areas when staff are unable to access private changing facilities, secure storage, and access to space for breaks including mealtimes. In the first instance the survey would be rolled out in the Foresterhill and Dr Grays sites, using the existing contact details for the iMatter survey.

#### **Finance Update**

Sarah Irvine, Deputy Director of Finance, provided updates on NHS Grampian's financial position as well as the planning for the next financial year, which GAPF continues to contribute to. GAPF was advised on the ongoing work of Value and Sustainability Programme as well as the other pieces of work under the Strategic Change Board as part of the route map to a sustainable future.

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

#### **Non-Pay Elements of the 2023/24 Agenda for Change Pay Award**

GAPF was advised of the Directors Letter which confirmed that the further reduction of the working week by one hour, for full time staff, would take effect from April 2026, with plans to have been agreed by GAPF by October 2025. While the time to plan and prepare was welcomed, a number of the trade unions and professional organisations expressed concerns about the delay to the implementation. The Programme Board will continue to work on this as well as protected learning time and the band 5 review, beginning with nursing, and will update GAPF accordingly.

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

### **Public Holiday Dates 2026 - 2029**

Diane Annand, Staff Governance Manager, presented a paper on behalf of the Terms and Conditions Sub-group on the scheduling of public holiday dates for the period 2026 – 2029. GAPF agreed to continue with the existing approach of having public holidays which apply across the whole organisation, since business systems including payroll, do not permit different arrangements for staff in different locations.

### **Time of Reflection for 5<sup>th</sup> Anniversary of Covid Pandemic**

Katriona Blackwood, Interim Head of Spiritual Care presented a proposal to GAPF for a range of events in March 2025 to allow staff to take time to reflect and mark the 5<sup>th</sup> anniversary of the beginning of the Covid Pandemic. GAPF strongly supported the proposal, while recognizing that any reminder of the pandemic may be difficult for some colleagues. Appropriate support would be available for staff who needed it.

**Steven Lindsay**

**Employee Director**

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

**March 2025**