

Grampian Area Partnership Report (GAPF) to NHS Grampian 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 meetings in March, April and May 2025.

Well Informed (Staff Governance Standard, SGS)

Car Parking on Foresterhill Campus

Ted Reid, Head of Logistic Services advised GAPF that Aberdeen City Council has granted NHS Grampian consent for a two year period to allow staff to park in the upper floors of the Lady Helen Parking Centre. During that time, traffic and parking is to be managed and reported on by NHS Grampian, before any further request for change of use would be considered. GAPF welcomed the news, and thanked Ted and colleagues who have undertaken significant work to respond to the questions from the council.

Concerns about Staff Experience

Jason Nicol, Head of Wellbeing, Culture, and Development, has provided updates on 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. It has been agreed which areas of Foresterhill and Dr Grays will be the first to use the survey.

Finance Update

Sarah Irvine, Deputy Director of Finance, provided updates on NHS Grampian's financial position as well as the move to level 4 on the Scottish Government's Escalation Process. GAPF continues to be updated on the ongoing work of Value and Sustainability Programme as well as the other pieces of work under the Health and Care Strategic Change Board as part of the route map to a sustainable future.

Whole System Integration of Acute Care Pathways

Carrie Stephen, Programme Lead, updated GAPF on the working being done to integrate the first three clinical services across the whole of NHS Grampian: Cardiology, Endoscopy, and Orthopaedics. Taking a whole system approach this work will enable organisation of the whole acute system through focussing on delivery of services and not buildings. The intention is to provide a unified approach to management, systems, processes and governance of these clinical services by the end of June.

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

Philip Shipman, Interim Director of People and Culture, and colleagues provide monthly updates to GAPF on the ongoing work being done by the Agenda for Change Programme Board, sharing progress with the ongoing work on the Reduced Working Week, Protected Learning Time and the Band 5 Review, beginning with Nursing.

Process to end a Fixed Term Contract

Philip Shipman, Interim Director of People and Culture, presented a paper to change the process to terminate a Fixed Term Contract, which will be more person centred and easier for all parties. GAPF agreed to approve this change of process, ahead of the publication of the next tranche of Once for Scotland Workforce Policies, with thanks being given to HR for proposing the change.

Involved in Decisions (SGS)

Terms and Conditions Sub-group Annual Report

Diane Annand, Staff Governance Manager, and Janine Legge, NMAHP Bank Manager, as co-chairs of the Terms and Conditions Sub-group, presented the annual report, confirming the range of activities which have been undertaken over the past year including Payment As If At Work in Facilities and Estates, Starting Salary Guidance, as well as significant work to support the implementation of the non-pay elements of the 2023 Agenda for Change deal. GAPF acknowledged the significant work done.

NHS Grampian Staff Nursery Fees and Opening Hours

Lorraine Hunter, Head of the HR Service Centre, presented papers to inform GAPF of the new nursery rates from April 2025, which continue to be less expensive than other childcare providers. There has also been a test of change to the opening hours of the nurseries during public holidays and the festive period. The parents and staff were in agreement with the changes, which will become the continuing pattern for opening hours.

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

Prevention and Management of Violence and Aggression (PMVA) Survey

Scott Middleton, Health & Safety Specialist presented a summary of the results from a staff survey which was undertaken in autumn 2024 to understand the issues staff encounter with various aspects of PMVA. The survey had over 880 responses, which have since been analysed with recommendations developed for consideration by NHS Grampian's Occupational Health, Safety and Wellbeing Committee. GAPF discussed the presentation and acknowledged the work done by Scott and colleagues on this important issue.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

May 2025