

## **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 meetings in June and July 2025.

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

#### **Car Parking on Foresterhill Campus**

Ted Reid, Head of Logistic Services updated GAPF on the new registration scheme for parking on the Foresterhill Campus for NHS Grampian employees which will open in August. The internal communications have begun for this scheme, which won't have a closing date to allow for new starts and leavers, unlike the old system which was in place until the beginning of the Covid 19 pandemic. GAPF acknowledged the work done and supported the efforts being made to help NHS Grampian comply with the two years temporary change of use, to the upper floors Lady Helen Parking Centre, consent granted by Aberdeen City Council.

#### **Finance Update and Escalation to Level 4**

Sarah Irvine, Deputy Director of Finance, provided updates on NHS Grampian's financial position as well as Adam Coldwells, Interim Chief Executive, provided updates on the escalation to level 4 on the Scottish Government's Escalation Process, and related establishment of the Scottish Government's Assurance Board and the External Diagnostic Review by KPMG. GAPF discussed the implications of this with particular concern about the uncertainty and impact on the morale of staff at all levels.

#### **Whole System Integration of Acute Care Pathways**

Pam Milliken, Senior Responsible Officer, and Carrie Stephen, Programme Lead, updated GAPF on the significant amount of work being done to integrate the first three clinical services across the whole of NHS Grampian: Cardiology, Endoscopy, and Orthopaedics. Good progress has been made with single waiting lists and

changes in practice being developed by the clinical teams. Further updates will be given by this programme over the coming months.

**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 continue to 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. Most of the work over the past two months has focused on the further reduction in the working week, due to start in April 2026, with an organisation-wide plan to be approved by GAPF and then submitted to the Scottish Government in October.

**NHS Scotland Annual Leave Policy for AfC Staff**

Diane Annand, Staff Governance Manager, updated GAPF on the updated policy, agreed by Scottish Terms and Conditions (STAC) Committee, which changes the number of hours to be deducted when employees take a public holiday. The Terms and Conditions Sub-group will review and update the NHS Grampian local guidance to comply with the revised circular in the next few months.

**Equality Outcomes 2025-2029 and Mainstreaming Equality Report**

Roda Bird, Interim Equality & Diversity Manager, presented both of these documents to GAPF which have to be published by NHS Grampian under the cycle of reporting of statutory reports under the Equalities Act.

**Involved in Decisions (SGS)**

**Policies Sub-group Annual Report**

Diane Annand, Staff Governance Manager, and Keith Grant, Full-time Partnership Representative, as co-chairs of the Policies Sub-group, presented the annual report, confirming the various non-clinical policies which have been, and are being, reviewed or developed over the past twelve months. While that is a lower number of policies than previous years, it is due, in part, to the continuation of the Once for Scotland Workforce Policies programme. GAPF thanked Diane and Keith, as well as the rest of the sub-group, acknowledging the significant work done.

The following policies were considered, discussed, and approved by GAPF during the June and July meetings:

- Hand and Arm Vibration Policy
- Health & Safety Policy
- Learning & Development Policy – amendment to appendix for Learning Contract

- Policy for the Prevention, Detection and Investigation of Suspected Fraud, Theft and Corruption
- Whole Body Vibration Policy

As part of those discussions, GAPF requested that a summary sheet of changes or revisions be developed to accompany each policy being presented for approval. This would assist with the policy approval process as well as onward communications within the organisation, as a whole.

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

### **Concerns about Staff Experience**

Jason Nicol, Head of Wellbeing, Culture, and Development, has provided a further update on behalf of the working group, to confirm that the survey is soon to be launched within part of the Medicine and Unscheduled Care Portfolio, with a focus access to secure storage, and space for breaks including mealtimes. GAPF agreed that the work on access to private changing rooms should be paused until the Equalities and Human Rights Commission and Scottish Government guidance is received.

### **Student Nurses SBAR**

Martin Mckay, Full-time Partnership Representative, presented a paper that had been submitted by UNISON Grampian Health Branch, reflecting the concerns raised by some student nurses, about their experience on clinical placement. GAPF welcomed the paper which will be shared with NHS Grampian's Nursing Professional structure to ensure that the feedback could be used to improve the experience of members of the future workforce.

**Steven Lindsay**

**Employee Director**

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

**July 2025**