

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 some of the 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 January and February 2026.

Well Informed (Staff Governance Standard, SGS)

Organisational Priorities

Laura Skaife-Knight, Chief Executive, and colleagues from the CET provided updates on the work being done on the three highest priorities for NHS Grampian in 2025/26 – Value and Sustainability, Unscheduled Care, Planned Care, as well as the related work of the Culture Programme Board. GAPF was also given the opportunity to engage with the development of the Organisational Priorities for 2026/27 with feedback given on the proposed priorities with the inclusion of staff experience and wellbeing being particularly welcomed. Further work is being done on the priorities, as well as on the related key performance indicators and actions that will be taken to deliver them. A further joint session with the Area Clinical Forum is being planned to further support the development of the priorities before they take effect from April 1st.

Appropriately Trained and Developed (SGS)

Development Sub-group Annual Report

Jason Nicol, Head of Wellbeing, Culture and Development, and Janine Legge, NMAHP Bank Service Manager, presented the report to GAPF, as the Co-chairs of this sub group. The highlights of the past year included work to support: development of new routes into Nursing; Foundation Apprenticeships; Management Development Programme; the review of the Learning & Development Policy. All of this in addition to the work on Protected Learning Time (PLT), with the agreement on the nationally agreed mandatory modules for all staff which will launch in March 2026. The main work for next year is the next phase of PLT work look at job family specific training. GAPF welcomed the report and thanked the Sub-group for their continued efforts.

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

Joint Meetings following Staffside Concerns

Laura and Steven updated GAPF on the outputs from the joint meetings of GAPF with colleagues from the Area Clinical Forum in response to the staffside concerns which had been raised with Assurance Board. The consensus reached after the joint meetings was the issues to focus on in the next few months would staff facilities, including changing spaces, and mental health training for reps to better support colleagues who are in distress. GAPF colleagues were in agreement with the priorities but acknowledged the importance of tangible actions being taken.

Involved in Decisions (SGS)

NHS Grampian Charity Support for Staff Wellbeing

Lisa Duthie, Charity Lead, NHS Grampian Charity provided an update to GAPF on the work currently being undertaken by a Short Life Working Group to review the staff wellbeing projects which are being funded by NHS Grampian Charity, some of which have been ongoing for many years. The review has recognized that there need to be changes on what is funded, with opportunities being presented to update and refresh the offerings to staff. GAPF discussed the work and sought assurance that no funding would be withdrawn until the new offerings are made available. Further updates will be given to GAPF as the work progresses.

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. In recent weeks, work has been done, in partnership to support nursing staff who have questions about the band 5 review. There have been sessions in many different parts of NHS Grampian, with a mapping exercise also being undertaken to ensure that the opportunity for review is open to everyone.

Steven Lindsay

Employee Director

**Co-Chair, NHS Grampian Area Partnership Forum
February 2026**