

The GAPF is the main Grampian forum for the conduct of employee relations. It has delegated authority from the System Leadership Team (SLT) 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 key issues arising from GAPF.

Recommendation

The Board is asked to note the following key points from the Grampian Area Partnership Forum meetings from February to September 2020.

Policies Approved:

- Information Security Policy (February)
- Policy for the use of internet and email (February)
- Policy for the Management of the Workforce during and after Major Incidents including Pandemic (February)
- Healthcare Associated Infection (Hai) Human resources Policy for Screening during incidents and outbreaks (February)
- Dress Policy – Footwear update (February)
- Mental Health & Wellbeing policy (April)
- Adverse Conditions (excluding weather) policy (April)
- Special Leave Policy/ Child Bereavement Leave – Update (June)

February

At the February GAPF, the following agenda items were discussed:

- Finance Update
- Health & Safety report
- Update on the Grampian wide review of Mental health & Learning Disabilities
- Annual Report from the GAPF Learning & Development, Workforce and Organisational development Sub Group.

March – September (COVID-19)

The GAPF meetings have continued throughout the COVID-19 response with the following key agenda items being discussed:

- Operation Rainbow – Command & Control Structure – GAPF were provided with regular updates once the NHS Grampian Major Infectious Disease Plan had been activated along with the activation of the Management of the Workforce during and after Major Incidents including Pandemic.
- Employment Relation cases – risk assessment/ prioritisation – GAPF were provided with updates regarding the work which would have to be paused in order to respond to the pandemic.
- Temporary Deployment – a guide was developed in Partnership to support both Managers and Staff should temporary deployment be required.

- Recovery – Adam Coldwells, Deputy Chief Executive, provided regular updates regarding the work of the Recovery Cell and sought involvement from GAPF representatives.
- Communication – GAPF has been provided with regular updates regarding the content of the daily COVID-19 staff briefings and also had the opportunity to participate in some of the focus groups.
- PPE – GAPF has regularly received updates regarding PPE supply and provision across the System.
- Scottish Government Communications – Scottish Terms and Conditions – through GAPF and the GAPF Terms & Conditions Sub Group, attendees have had the opportunity to be provided with updates and to discuss any relevant points.
- Staff Health, Wellbeing & Safety Cell – GAPF were regularly provided with updates from the cell and involvement from GAPF members.
- Scottish Partnership Forum (SPF) Partnership working during the period impacted by the COVID-19 pandemic circulated 7th May 2020 – GAPF were able to highlight and discuss that the Partnership model of working had not been paused during the pandemic response and were kept up to date with any National communications received.
- Orange Employee Awards – the awards which were previously open to staff within Nursing, Midwifery and the Allied Health professionals were opened up to allow all staff within the system to be recognised for their efforts during the pandemic response. Work is beginning again for the rewards, recognition and retirement work, previously supported by GAPF and approved by the System Leadership Team.
- Coronavirus Support Fund – ideas for staff – GAPF were asked for their ideas regarding the utilisation of the Coronavirus Support fund to benefit staff.
- International Workers Memorial Day – arrangements were put in place to acknowledge this annual event with an agreement to future discussions regarding how it can continue to be acknowledged within the System.
- Culture – Culture has been discussed a number of times at GAPF between March and September. It has been recognised by all members of GAPF the importance of Culture in supporting staff.
- Transition arrangements from Operation Rainbow
- Safer Workplaces – GAPF have been regularly updated with the work being undertaken to provide a safer working environment during the pandemic response and for living with COVID.
- Staff testing – GAPF have received regular updates regarding the Staff Testing programme which has been implemented with Partnership involvement.
- Action on minority ethnic networks and race equality – Adam Coldwells, Deputy Chief Executive, provided an update to GAPF regarding the work which is being developed with partners.
- Remobilisation plan – GAPF Engagement & Consultation – members of GAPF have been invited to participate in consultation and engagement workshops as well as having regular updates at the monthly meetings.
- System Transformation – Adam Coldwells, Deputy Chief Executive and Susan Coull have provided regular updates to GAPF and an additional one item GAPF workshop is being scheduled to explore this in more detail.
- Pulse Survey – GAPF were asked to promote the completion of the pulse survey by staff and to identify any areas within the System which may be interested in sharing good news stories.

- Office 365 migration – Paul Allen, Director of Facilities & eHealth, provided GAPF with an update regarding the migration from NHS Net to Office 365.
- Nosocomial SLWG – Objective 1 – Gary Mortimer, Director of Operational Delivery – presented an update to GAPF regarding the work which has been undertaken as part of objective 1.
- Staff Uniform – National shortage – GAPF discussed the National shortage and the approach required by NHS Grampian.
- Psychological Resilience Hub – for staff – GAPF discussed the continuation of the Psychological resilience hub and the commitment within the remobilisation plan in relation to supporting staff.
- Culture Survey – GAPF have been asked to contribute to the discussions regarding the System wide Culture survey which is in development.
- Recruitment & Retention Premia for Estates Staff – GAPF have previously discussed the RRP application and the extensions which have been granted. It was agreed to keep this as a standing item on the agenda to support future discussions.

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September 2020