

**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 October and November 2020.

## **Policies Approved:**

None.

## **October**

### **System Transformation**

Members of GAPF were thanked by Adam Coldwells, Deputy Chief Executive, for their participation and contributions to the workshop to provide feedback on the draft communications regarding the System Transformation programme.

### **Annual Review**

The Area Partnership Forum were able to participate in the annual review for 2019/20 through a written submission which highlighted the work undertaken by the forum prior to the pandemic response.

### **Remobilisation Plan**

Alan Gray, Director of Finance, provided GAPF members with an update regarding the remobilisation plan and the proposed assurance framework. The monthly standard report would be shared with members of GAPF.

### **Finance Report**

Alan Gray, Director of Finance, provided an update on the financial position.

### **Culture Survey Update**

Tom Power, Director of People & Culture, provided an update following the presentation to GAPF in September and the additional dedicated session which had been scheduled to allow further consultation and engagement. The Culture Survey Implementation Group members had recommended that the Culture Survey be paused to allow the system more time to prepare. This proposal was supported by GAPF.

### Strategic Direction for Health & Wellbeing

Tom Power, Director of People & Culture, gave a presentation highlighting the commitment to support the health, safety and wellbeing of staff detailed within the Remobilisation Plan.

### Staff Uniform – National Shortage

Steven Glass, Head of Procurement, provided an update regarding the shortage of uniforms nationally and the steps which had been undertaken to resolve this issue.

### Safer Workplaces

Gareth Evans, Property Transactions Manager, attended the meeting to provide an update regarding the ongoing activities of the Safer Workplaces Group to ensure all staff were supported to work within a safe environment.

### Waste Audits

GAPF were able to discuss the new clinical waste arrangements and the requirement for the waste audits to be undertaken. It was highlighted that through the Health & Safety Expert Group, support was being provided to take forward any necessary actions. This would also be highlighted through the Occupational Health, Safety and Wellbeing Committee.

### Dr Gray's Hospital Imaging Transformation Group

GAPF were provided with an update regarding the current situation and the activities which had been progressed following the last discussion on this matter at GAPF in December 2018. It was agreed to provide regular updates to GAPF and to notify GAPF of any further support which could be provided.

### Scottish Terms and Conditions Committee (STAC) Organisational Change Communication

A national communication had been received from STAC regarding the application of the Organisational Change Policy and when it should be applied. Staff Side supported the position detailed within the national communication and had developed a local communication which had been shared with the Operational Response Team meeting and the System Leadership Team to highlight this.

## **November**

### Staff Governance Committee and Area Partnership Forum Workshop

Tom Power, Director of People & Culture, facilitated a joint workshop of the Staff Governance Committee and the Area Partnership Forum to support the relationship between the two groups. The workshop was well attended and provided the opportunity to gather feedback which will support the activities of both groups going forward.

### Operation Snowdrop

Adam Coldwells, Deputy Chief Executive, provided a brief summary of Operation Snowdrop and explained that ongoing communication and updates would be provided.

## Sector Reports

Following the October meeting of GAPF, it had been agreed to amend the Sector Report template to support the reporting from each of the sectors regarding the Staff Governance Standard, the System Transformation and any organisational change processes. The templates which had been received for the meeting had highlighted staff fragility and lack of resilience in some areas. GAPF were keen to encourage continued reporting of any issues related to staff fragility and lack of resilience in order to provide any support for staff.

## Job Evaluation Annual Performance Report

Ashley Catto, Human Resources Manager, and Karen Watson, Job Evaluation Staff Side Lead, attended the meeting to present the first report on the job evaluation annual performance. The purpose of the report is to highlight to the Area Partnership Forum that the governance of job evaluation is maintained, enabling all staff to be treated fairly and consistently in accordance with the Staff Governance Standard. The report highlights areas of improvement, areas of concern and issues in the relevant sections detailed below. GAPF welcomed the report and will continue to receive the report on an annual basis.

## Remobilisation Plan

Alan Gray, Director of Finance, presented the latest monthly report of the progress on the activities contained within the Remobilisation Plan. GAPF would continue to receive the monthly report. Feedback was requested on the format of the report, which was well received by those in attendance.

## Asymptomatic Staff Testing Programme Update

Cheryl Rodriguez, Head of Occupational Health & Safety, provided an update on the asymptomatic staff testing programme and the issues which had been identified. She provided GAPF with assurances regarding the steps being taken to resolve these issues. GAPF would continue to receive regular updates.

**Rachael Little**  
**Employee Director**  
**Co-Chair, Grampian Area Partnership Forum**  
**November 2020**