

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 meeting from December 2020.

Policies Approved:

None

Operation Snowdrop – Level 4

Caroline Hiscox, Chief Executive, attended the meeting in order to communicate the position agreed by the Chief Executive’s Team that NHS Grampian would move to Civil Contingencies level four of Operation Snowdrop across NHS Grampian and step back from services that had started to remobilise. Operation Snowdrop, level 4, has five priority objectives:

- Staff health & well-being
- Flu and Covid-19 vaccinations
- Test and Protect
- Managing surge and flow
- Maintaining emergency and critical service

The pressures already on the system, staff and deployment of staff was not to be underestimated.

Electronic Employee Support System (eESS)

Pauline Rae, Workforce Service Manager and Project Manager for eESS Implementation, provided a presentation to GAPF on the progress of the eESS Project. Newsletters and communications would be going to staff and information will be available on the intranet. The project team would be engaging with as many groups as possible starting with GAPF.

System Transformation

Preston Gan, System Transformation Programme Manager, gave a presentation updating on the work of the System Transformation Overview Group. Preston asked for support and feedback on the Pathway Concept Model from GAPF members.

Sector Reports

Sector reports had been circulated for all to read. Exception reporting was requested for future meetings to encourage discussion and to identify any areas where GAPF could provide support.

Terms & Conditions Sub Group annual presentation

Diane Annand, Interim HR Manager Staff Governance, explained that Mike Adams, Partnership Representative, was the interim joint chair for the Sub-Group covering for Gemma Hood, Partnership Representative. Diane referred to the distributed report which detailed the work completed since the last report had been presented in December 2019 and the current workplan. Due to the pressure of time on the agenda only Recruitment and Retention Premia (RRP) was presented to GAPF.

Dr Gray's Hospital Imaging Transformation Group

Grace Ball, Unit Operational Manager, Radiology, updated GAPF on the progress since they had last been at GAPF in October 2020. Work was ongoing to look at gap analysis and pressure areas with eHealth. A 3-5 year programme to ensure a good staffing model in Dr Gray's Hospital out of hour's rosters was being looked at. They were also developing the scope of staff work at Dr Gray's Hospital and the work they did in community hospitals. The business continuity plan was being reviewed together with Dr Gray's Hospital and Moray plus colleagues in Aberdeen and NHS Highland. There was a need to maintain services at the same time as well as looking after staff wellbeing. Lindsay Smith, Society of Radiographers, Accredited Representative, explained that the initial plan for radiographers was to move to a shift pattern. The out of hours service had been fragile over the last while as relying on locums but locum use had significantly reduced recently. Partnership working has led to four new band 5 radiographer posts being approved and to be advertised to support out of hours radiography service. The work was continuing in the Dr Gray's Imaging Transformation Group.

Baird & ANCHOR Project update

Gail Thomson, Deputy Project Manager, Baird and ANCHOR, reported that the full business plan for both new hospitals was approved two months ago. Alan Gray, Director of Finance, was the Senior Responsible Officer for the project and Jackie Bremner was the Project Director. Thanks was given to everyone who helped in getting this project to approval stage. Contractors began on site the week before and work would begin early January 2021. Move in dates were May 2023 for the ANCHOR Centre and December 2023 for the Baird Hospital. Meetings had begun to ensure that all those regularly on site know what work is being done so it does not impact on other clinical services. The Emergency Department road at Foresterhill would remain one way for the whole of the construction period. This would be communicated to staff. Lots of work was ongoing around service redesign to ensure clinical services were ready to deliver in 2023. Gail Thomson offered to give anyone

more information if they wished it and also to return to GAPF whenever it was felt appropriate for further updates.

Operation Homefirst

Fiona Francey, Chief Officer, Acute, gave a presentation to GAPF. The remit of Operation Homefirst was to maintain people at home or at home for as long as possible.

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.

Asymptomatic Staff Testing Programme

Gary Mortimer, Director of Operational Delivery, gave a presentation to update GAPF on the programme for Asymptomatic Staff Testing.

COVID Vaccination Programme

Susan Coull, Head of Human Resources, provided GAPF with an update of the COVID Vaccination Programme and from the Workforce Sub Group which Susan chairs.

Everyone Matters Pulse Survey

Gerry Lawrie, Head of Workforce & Development, provided an update to GAPF regarding the reports which had recently been circulated and suggested a further workshop with GAPF to discuss the results in more detail.

Rachael Little

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

January 2021