

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 in December 2019:

December 2019

GAPF Policies Sub Group

Mrs Annand, Interim HR Manager Staff Governance and Co-Chair of the GAPF Policies Sub Group, presented a report on the work undertaken by the group in 2019. The report provided details on the completed policy reviews and highlighted any matters which had been escalated to GAPF for further discussion. GAPF were updated on the latest position regarding the Once for Scotland Workforce Policies programme, with the phase I implementation date scheduled for March 2020 and the start of phase II.

The following policies were approved at the meeting:

- Control of Noise at Work Policy.
- Water Safety Policy.

GAPF Terms & Conditions Sub Group

Mrs Annand, Interim HR Manager Staff Governance and Mrs Hood, Partnership Representative and Society of Radiographers GAPF Representative, presented a report as the Co-Chairs of the sub group. The report provided information on the Cycle to work scheme, GAPF approved documents including Escorting Patients and previous notice periods changes. The report provided information on a number of workstreams including the review of the group remit, the roll out of ePayslips, on-call good practice Q & A and the Time Off in Lieu (TOIL) Q & A. The report also highlighted the significant volume of work undertaken in relation to Paid as if at Work (PAIAW) and the Recruitment & Retention Premia (RRP) extension application for Estates, Maintenance and Technical Services.

Best Start Project

Mrs Cameron, Best Start Programme Manager, and Ms Jamieson, Midwife, attended the meeting to provide an overview of the Best Start Project. The overview provided information regarding members of the team, outline of the national strategy and the approach adopted by NHS Grampian, in terms of following organisational change.

Peer Flu Vaccinators Programme

Mrs Browning, Chair of the NHS Grampian Flu Advisory Group, provided an update on the success of the Peer Vaccination Programme. The update provided information on the process for agreeing the Peer Vaccination Programme, the training received by the vaccinators, the information supplied to them and the success of the programme to date.

Rachael Little
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Co-Chair, Grampian Area Partnership Forum
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