

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 items discussed at the Grampian Area Partnership Forum.

Recommendation

The Board is asked to note the following items from the Grampian Area Partnership Forum meeting from April 2022 and the GAPF Development Day held on Thursday 19th May 2022.

April 2022

Policy approved:

Risk and Opportunity Management Policy

Mandatory Training approved:

Hazardous Healthcare Waste

Non Hazardous Waste

DL (2022)7 - De-escalation of COVID-19 infection prevention and control (IPC) measures in Health and Social Care settings to alleviate system pressures revision to the guidance

Lesley Roberts, Safer Workplace Programme Lead, attended the meeting to highlight the content of the DL in relation to background, revisions to IPC guidance, summary of the key changes and to highlight the activity being progressed within NHS Grampian through an established short life working group.

System Workforce Cell

Philip Shipman, Acting Head of People and Change, provided an update to the meeting, highlighting the activity which had been progressed by the System Workforce Cell as part of Operation Iris. Work is progressing to identify the actions required to deactivate the Management of the Workforce during and after a major incident including a pandemic policy. The policy was activated in March 2020 at the start of the pandemic response.

Finance Update

Sarah Irvine, Senior Finance Manager, provided an update on the financial situation.

GAPF Development Day

Gerry Lawrie, Head of Workforce and Development, and Rachael Little, Employee Director, provided an update on the proposed agenda for the development day.

Bon Accord Care Joint Working Agreement

Julie Warrender, Transition Lead, and Laura McDonald, UNISON/ Partnership/ Health and Safety Representative, attended the meeting to present the joint working agreement and highlight that following discussion, Staff Side Representatives had supported the agreement being signed on their behalf by the Employee Director. The Joint Working Agreement sets out the arrangements between NHS Grampian and Bon Accord Care for the management and support of employees engaged in the delivery of an integrated, intermediate care facility at Rosewell House for Aberdeen City.

Smarter Workplaces

Dianne Drysdale, Smarter Working Programme Manager, provided an update to GAPF regarding the work being progressed by the Smarter Working Programme Board.

Prioritisation of forthcoming workforce surveys SBAR

Gerry Lawrie, Head of Workforce and Development, presented the SBAR which recommended GAPF endorse the plan to pause the We Care Pulse Survey in April/May 2022 to enable sufficient space for iMatter and the BPA Culture Survey, with either resumption in August 2022 or review of the process of collecting wellbeing data in NHS Grampian. Following discussion, GAPF endorsed the recommendation.

Plan for the Future - developing NHS Grampian's strategic intent

Lorraine Finn, Project Manager, and Dawn Getliffe, General Management Trainee, provided an update to GAPF on the work being progressed for the Plan for the Future and the development of NHS Grampian's strategic intent.

Equality, Diversity and Human Rights Policy

Nigel Firth, Equality and Diversity Manager, attended the meeting to present an SBAR which recommended GAPF to approve the Interim Updated Equality, Diversity and Human Rights Policy of September 2021 going forward to the GAPF Policies Sub Group. Following discussion, GAPF approved the recommendation.

DL (2022) 2 and 8 The Queen's Platinum Jubilee

Rachael Little, Employee Director, provided GAPF with an update regarding DL (2022) 8. Following further representations on the issue of the additional day of annual leave, as per DL (2022) 2, the Scottish Government had agreed to convert that additional day of leave into an additional Public Holiday for 2022-23, on Friday 3 June 2022.

SBAR NHS Grampian Retail Price Increase 2022

Elinor McCann, Head of Catering, and Michael Adams, UCATT/ Partnership Representative, presented an SBAR which recommended that the proposal to raise prices by 5% across NHS Grampian Retail Units (Aroma and Cafes) be approved by GAPF to take effect from Monday 30 May 2022 and that further cost increases that occur throughout the year will be fully taken into consideration. Following discussion, GAPF approved the recommendations.

International Workers Memorial Day – 28th April 2022

Martin McKay, UNISON/ Partnership Representative, highlighted the local events which would be taking place to acknowledge International Workers Memorial Day and asked for the 1 minute silence to be acknowledged where possible.

May 2022

GAPF Annual Development Day

Theme: Forward to the Future

Objective: To promote the development of partnership working - Partnership is not just what we do but how we do it

Programme for the Development Day:

Introduction – Caroline Hiscox, Chief Executive

Smarter Working Programme – Dianne Drysdale, Smarter Working Programme Manager, presentation and workshop

What digital can do for us? – Neil Gordon, Head of ICT Services, presentation

We Care Programme – Kate Beckley, Project Officer, presentation and workshop

Plan for the Future – People and Culture Plan – Tom Power, Director of People and Culture and Gerry Lawrie, Head of Workforce and Development, presentation and workshop

Culture Matters and Culture Collaborative - Tom Power, Director of People and Culture and Gerry Lawrie, Head of Workforce and Development, presentation and opportunity for discussion

Next steps for GAPF – Adam Coldwells, Deputy Chief Executive, Director of Strategy and GAPF Co-Chair and Steven Lindsay, Employee Director Elect

The day was well attended by employees from across the System, with a number of those in attendance not having attended a partnership event before. The majority of attendees felt the presentations and the workshops had demonstrated partnership working and indicated that they would attend GAPF Development Days in the future. A link to a more detailed evaluation has been circulated to attendees and GAPF will consider the development of an action plan, in partnership, ensuring the right people have an opportunity to contribute.

Rachael Little

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

May 2022