

Grampian Area Partnership Report (GAPF) to Grampian NHS Board

The GAPF is the main Grampian forum for the conduct of employee relations. It has delegated authority from the Chief Executive Team (CET) 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 meetings from February and March 2023.

Well Informed (Staff Governance Standard, SGS)

GAPF Terms and Conditions Sub-group Annual Report

GAPF were provided with an informative update on the work of this sub-group over the past year as well as their workplan for the next 12 months, which included work to support the additional Public Holidays, as well as the ongoing Cycle to Work Scheme

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Retire and Return

GAPF was presented with a paper on the local implementation of the interim national arrangements for Retire and Return which allows the Board to retain some of the knowledge and skills of retiring colleagues by streamlining the process for them to return to some roles within the service. GAPF approved the approach which will be communicated widely within the system to ensure line managers and staff are aware of this change of approach.

Finance Update

Updates were given by colleagues from the Finance Department on the significant challenges for NHS Grampian in the current and next financial years. Useful discussion took place about the financial challenges and how to meet them over the short, medium and longer term.

Appropriately trained and developed (SGS)

GAPF Development Event

GAPF were informed that plans were at an advanced stage for this year's Development Event, which is focusing on Fatigue and its impact on staff. Non-recurring funding of £10,000 has been confirmed to support departments and services to improve rest and recovery facilities for staff. GAPF has been asked to agree the process for these funds to be distributed for the benefit of staff across the system.

Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community (SGS)

Health and Safety Executive (HSE) Visit Update

GAPF were updated on the improvement notices having been closed off, and the connected work to take forward the actions and then roll these out to other areas.

Treated Fairly and Consistently, with Dignity and Respect, in an environment where Diversity is Valued (SGS)

Speak-Up in Grampian

GAPF were made aware of the ongoing work to support Speak-Up activities and the training and support available for Speak-Up Advocates which are intended to provide an additional form of support for staff, in addition to the established networks of confidential contacts, HR advice as well as the support available from Trade Union/Professional Organisation accredited representatives.

National Profiles for Nursing and Midwifery Health Care Support Workers

GAPF has continued to be updated by the Short Life Working Group who are implementing this nationally agreed piece of work which will allow this cohort of staff to be regraded from Band 2 to Band 3. Significant progress has been made, with around 10% of the Band 2 cohort still to be processed. The next phase of this work is address the Band 2 HCSW Bank Workers, with the SLWG supporting colleagues in the NMAHP Bank.

Involved in Decisions (SGS)

System Pressures

GAPF continue to monitor and discuss the ongoing system pressures, and held a Special Meeting at the beginning of February to ensure that the concerns about staff wellbeing could be articulated and recognised by the organisation, as reflected at the last meeting of NHS Grampian Board.

Industrial Action Short Life Working Group

GAPF have been regularly updated of the continuing work of the Short Life Working Group given the positive developments around the Agenda for Change pay negotiations for the next year 2023/24. While this news is welcome, the SLWG is monitoring developments given that the Scottish Junior Doctors Committee of the British Medical Association is balloting their members for possible industrial action.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

March 2023