
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:

Grampian Area Partnership Forum wished for the following points to be noted from the June and July 2019 meetings:

June 2019

eOPAS

In early April 2019, Occupational Health Service (OHS), upgraded their Occupational Health Record Keeping System and were now moving onto the 2nd part of this programme which was the rollout of the eOPAS pilot in Laboratory Medicine. The 3 month pilot would be launched in July 2019 and would be used to check if eOPAS was robust within the management structure and link staff details to the correct manager/ line manager, as well as checking if the information held within eOPAS reflected what was also held in SWISS.

Staff Flu Vaccinations

NHS Grampian are currently developing a pilot for Peer to Peer Vaccination to increase the uptake of Seasonal Flu vaccinations by staff, in addition to the suite of options already available.

Sturrock Report

Following the publication of the report, a short life working group has been formed. As an advisory committee to the Board, the Sturrock report will feature at a future GAPF meeting to seek feedback from members. A set of questions will be developed in order to request feedback on a consistent basis.

Health, Safety & Wellbeing of Staff

At the June meeting, GAPF were able to acknowledge a number of activities taking place across NHS Grampian, focussed on the health, safety and wellbeing of staff. A Staff Recognition short life working group has been formed from GAPF to look at all areas of good practice across NHS Grampian and to ensure a consistent approach. Mental health & Learning Disabilities highlighted the Joy at Work project they have introduced, aimed at improving staff morale and wellbeing. Facilities & Estates highlighted a project in partnership with Public Health within Domestic Services focussing on Public Health & wellbeing. Acute highlighted the Rock Choir session which was well attended by staff, with lots of positive feedback. Aberdeen City highlighted the continuation of their Healthy Working Lives activities for staff and the work they are doing regarding staff retention.

Partnership model of working

Following on from the successful GAPF development day held in May 2019, celebrating 21 years of the Partnership Model of working, GAPF proposed a Board Seminar workshop focussing on the NHS Grampian commitment to the model.

Chief Executive Digital Report

GAPF discussed the opportunity to highlight GAPF to staff through the Chief Executive's digital report to promote awareness of the advisory committee to all staff.

July 2019

May 2020 Public Holiday

Following discussions at both the June and July GAPF meetings, it was decided not to move the May 2020 Public Holiday from Monday 4th to Friday the 8th May. The decision was taken following consideration of the information available from all the Local Authorities within Grampian, the Scottish Government position regarding public holiday allocation and the Scottish Ambulance Service position. A global communication will be developed and circulated to all staff.

GAPF Quorum

GAPF approved the updated Formal Employee Relations Protocol, as part of the NHS Grampian Facilities Arrangements for Trade Unions and Professional Organisations Policy in relation to the quorum for the meetings.

Woodhill House Project

Following the actions agreed by the Board in December 2018 (highlighted below),

'The Board authorised officers to prepare, in liaison with Aberdeenshire Council, a detailed case, in line with the process laid out in the Scottish Government's Capital Investment Manual for the re-location of the main administrative offices in Aberdeen to Woodhill House.'

The Board noted the findings and conclusions from the recent space utilisation study covering the main administrative offices in Aberdeen and the decision by the Senior Leadership Team to establish formal governance arrangements, including a dedicated Programme Board, to oversee implementation of smarter working principles.

The Board noted the work ongoing with the Aberdeenshire Council to formalise the existing right of pre-emption on the Woodhill House site that has been granted to the Board in order to secure the site for health use in the longer term.'

Members of the GAPF were provided with a verbal update on the work which has been undertaken so far and the proposed staff consultation events. GAPF noted that 900+ staff may be affected, within 7 locations and across 3 Sectors, Acute, Corporate and Facilities & Estates. The GAPF were re-assured that at this stage no decisions have been made regarding any proposed changes and that the business case supporting the evaluation of the potential move to Woodhill House would be consulted on prior to the Board considering the case in December.

GAPF agreed for the Woodhill House business case to be a standing agenda item, with links to the NHS Grampian Staff Governance Committee. NHS Grampian Staff Side will also be including the Woodhill House business case as a regular agenda item for their meetings.

GAPF felt it was important to discuss the benefits for staff with any proposed moves and also to support staff should they have any questions or concerns.

Big Rocks

A verbal update from the Big Rocks short life working group was presented to members of the GAPF. GAPF were asked to consider a workshop within the August GAPF meeting to discuss the Big Rocks work in more detail. An update will be provided to the Board following the August GAPF meeting.

Rachael Little

**Employee Director
Co-Chair, Grampian Area Partnership Forum
July 2019**