

## Grampian Area Partnership Report (GAPF) to Grampian NHS Board

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***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 meetings in August and September 2019:

#### **August 2019**

##### **Staff Recognition**

The GAPF would like to take this opportunity to commend the four members of Portering staff and their management for their work handling and managing waste during the clinical waste contingency measures.

The GAPF would also like to take this opportunity to thank the staff within Mental Health & Learning Disabilities for their continued efforts to maintain and improve services.

The GAPF would also like to recognise all the staff who contributed to or took part in the BBC Scotland Children's Hospital programme. The programme has highlighted a number of the services within NHS Grampian including Catering, Laundry and Domestic services.

##### **Meridian**

Kevin Dawson, Lead for Learning Disabilities, attended the August GAPF meeting to provide an update on the work being undertaken by Meridian Productivity within Learning Disability Services in Aberdeen City. Kevin highlighted the background to the work, the learning points so far and how the work would be taken forward with staff.

Meridian Productivity works with Healthcare Providers to achieve significant and sustainable advances in performance whilst simultaneously identifying opportunities for real savings.

##### **Policy Approval**

Five policies were approved at the August GAPF meeting:

- Nursing & Midwifery Roster Policy
- Sustainability, Environment & Energy Policy
- Adoption & Fostering Policy
- Homeworking Policy and
- Management of Equipment Policy

## **September 2019**

### **Woodhill House Business Case**

GAPF had been reassured that no decisions had been made about the potential move to Woodhill House and that there would be consultation on the business case before the Board considered this in December. GAPF continued to have the Woodhill House business case as a standing agenda item, linking to the NHS Grampian Staff Governance Committee. NHS Grampian staff side have also included the business case as a regular agenda item at their meetings.

### **Winter Plan**

Kate Livock, Programme Manager, gave a verbal presentation to GAPF on the Winter Plan. The GAPF found the presentation both interesting and informative. The GAPF acknowledged the continued efforts from staff within the Acute Sector to maintain and improve the services being delivered.

### **Public Holidays**

The GAPF are still in discussion following communication from the Scottish Government regarding the opportunity to re-align the early May Day Public Holiday in 2020 to the 75<sup>th</sup> VE Day Celebrations. Once the GAPF have concluded discussions, a communication will be sent to all staff.

The GAPF are also discussing the Public Holidays for 2021 to 2024. Once agreed, a communication will be sent to all staff.

### **Policy Approval**

The GAPF approved two policies:

- Manual Handling Policy and
- Redeployment Policy

The GAPF were asked to note the change in practice in relation to accessing the redeployment register and approve the recommendation to ensure maximum number of staff are captured at the point of implementation.

At the end of the September GAPF meeting, those in attendance acknowledged the increasing number of agenda items discussed by the GAPF which have a particular emphasis and focus on staff, resulting in support and recognition of the work being undertaken on a daily basis.

**Rachael Little**  
**Employee Director**  
**Co-Chair, Grampian Area Partnership Forum**  
**September 2019**