

## 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 October and November 2019:

#### **October 2019**

##### **VE Day 75<sup>th</sup> Anniversary**

Following discussion at the NHS Grampian Area Partnership Forum (GAPF), it was agreed to move, for 2020 only, the date of the May Public Holiday from Monday 4 May to the Friday 8 May.

The Scottish Government recently agreed with a proposal from the UK Government to move the official date of the early May Public Holiday in 2020 from Monday 4 May to Friday 8 May. This change has been made so that the holiday coincides with the 75th anniversary of VE Day. Boards were asked to discuss and agree through the Area Partnership Forum whether they wish to move an existing Public Holiday to 8 May in 2020, to bring it into line with the VE Day anniversary.

GAPF reached their decision taking in to consideration the Scottish Ambulance Service and the decision already taken within the three Local Authorities within Grampian to change the May 2020 Public Holiday to Friday 8 May 2020.

##### **Staff Governance Monitoring**

GAPF were provided with an update, regarding the recent changes to the Staff Governance Committee agenda, providing a greater focus on receiving assurance that arrangements were in place to deliver the Staff Governance Standard.

The revised agenda will comprise of three sections of Staff Governance Standard System Assurance; iMatter focus on 'Involved in Decisions', Statutory information, reports and returns.

Attendees of GAPF were asked to consider a paper from the Staff Governance Committee which recommended that further work should be undertaken to develop the iMatter focus – 'Involved in Decisions' part of the agenda item, by developing a programme for Sector's to attend a Committee meeting to give examples of how the

Staff Governance Standard is functioning in their Sector, using the iMatter focus. The session content must give the Committee the necessary assurance.

A discussion at GAPF was undertaken on the following points:

- To seek views on this alternative method of Sector's giving the Committee assurance;
- How easy is it for Sectors to provide good examples of how the Standard is functioning and identify gaps and actions being taken;
- Ideas on how this should be presented to the Committee;
- Involvement of the Local Partnership Forum;
- The future of the annual Staff Governance Workshop.

Sector representatives supported the proposal.

It was considered that the change in process gave an opportunity for GAPF to support Sector Partnership Forums with any actions, communications, sharing positive messages, etc following the discussion at the Staff Governance Committee, strengthening the relationship between GAPF and the Staff Governance Committee.

A programme will be developed to ensure each Sector attends a Committee meeting as part of a cycle.

### **Policy Approval**

Three policies were approved at the October GAPF meeting:

- Prevention and Management of Violence and Aggression Policy
- Fire Safety Policy
- Policy for the use of Internet and Email.

### **Bed Capacity at Mental Health & Learning Disabilities**

GAPF were provided with an update from Mental Health & Learning Disabilities regarding the ongoing work of their local Bed Capacity Operational Group.

### **Digital Health & Care Strategy**

GAPF were provided with an update regarding the work which is being undertaken to develop the Digital Health & Care: a strategy for Grampian 2020 – 2024, in response to the Scottish Government Digital Strategy for Health & Social Care. The strategy will be going out for wider consultation soon.

### **Peer Flu Vaccinators Programme**

GAPF discussed the increased uptake of the recent flu vaccinations for staff through the Peer Flu Vaccinators programme. A presentation would be provided to GAPF later in the year, to highlight the success of the programme in more detail.

**November 2019**

### **Sturrock Report Engagement Workshop**

Attendees at the November GAPF were able to participate in an engagement workshop focussing on the Sturrock Report, which aimed to gather staff impressions on their workplace culture and reflect on the content of the Report. The feedback from the workshop will be collated and reviewed by the Sturrock Review Short Life Working Group. Regular updates from the short life working group will be provided to GAPF.

### **Sport Aberdeen – Active Break**

Representatives from Sport Aberdeen attended the November meeting of GAPF to provide an active break, for those in attendance who wished to take part. Sport Aberdeen highlighted the importance of staff health and wellbeing and provided information regarding some activities which could easily be incorporated in to the working day. NHS Grampian staff are able to apply for a discounted monthly membership from Sport Aberdeen, providing access to a wide variety of facilities across Aberdeen City. NHS Grampian staff, do not have to live within Aberdeen, to be able to apply for the discounted membership.

### **Staff Recognition**

Representatives from the GAPF Staff Rewards & Recognition sub group, provided an update to GAPF. The proposal from the sub group, focussing on 3 main areas, recognition of staff with long service; recognition of staff upon retirement; and recognition of staff going the extra mile, was recently supported by the System Leadership Team. GAPF will be provided with regular updates as the work progresses.

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