

## 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 February 2019 and March 2019.

## February 2019

### Pension & Auto Enrolment

Neil Gordon, HR Service Centre (HRSC) Systems Manager/Acting Payroll Manager, attended the GAPF meeting to discuss the Pensions Automatic Re-enrolment Government initiative, which NHS Grampian implemented in 2013.

Employers were directed to automatically re-enrol any employees who are eligible for the scheme every 3 years.

GAPF endorsed the application locally, noting that staff should be encouraged to consider membership.

### Recruitment and Retention Premia (RRP) – extension & approval

<https://www.nhsemployers.org/your-workforce/recruit/employer-led-recruitment/recruitment-and-retention-premia>

Malcolm Ewen, Maintenance Manager (Foresterhill Site), attended GAPF to seek support to request an extension to the original RRP set in place to allow NHS Grampian to offer competitive salaries to existing and new mechanical & electrical staff. GAPF confirmed their support for the request for an extension.

### Clinical Waste

GAPF expressed their thanks to all the staff involved in the contingency measures which were being undertaken.

## March 2019

### GAPF Annual Development Day 15<sup>th</sup> May 2019

GAPF were asked to consider the proposed theme for the annual development day of 'Partnership working – Past, Present & Future'. The aim of the development day is to continue with the work started last year following the Big Rocks, with an emphasis on strengthening links with the Board, System Leadership Team (SLT), Staff Governance Committee, PAIR (Performance, Assurance, Improvement and Risk process) and Staff.

## **Staff Recognition Short Life Working Group**

Following a discussion at the February 2019 GAPF, Gerry Lawrie, Head of Workforce & Development, provided an update regarding the short life working group which has been initiated. The group will look at two main issues including long term service recognition and an organisation wide approach to staff recognition, acknowledging all the areas of good practice but ensuring an inclusive approach for all staff.

## **Facility Time Recording Working Group – Compliance with the Trade Union (Facility Time Publication Requirements) Regulations 2017**

GAPF received an update from the Facility Time Recording Working Group regarding the work being undertaken to ensure NHS Grampian meets the legal requirements as detailed within the Trade Union (Facility Time Publication Requirements) Regulations 2017. The figures for 2018/19 will be published as part of the annual accounts. The Partnership Team are working closely with colleagues in Finance to meet the legal requirements. GAPF are receiving regular updates regarding the ongoing work.

## **Occupeye – The next steps**

GAPF discussed the Occupeye workplace utilisation study which was undertaken in a number of the buildings within the NHS Grampian Estate in 2018. All managers have received their Occupeye results. GAPF have requested a follow up presentation and discussion on next steps.

## **Job Evaluation – Action Plan**

Ashley Catto, Human Resources Manager, highlighted the self assessment which NHS Grampian, in partnership with NHS Orkney, had completed regarding Job Evaluation at the end of 2018. The completion of the self assessment identified a number of areas of good practice within NHS Grampian and NHS Orkney, but has also identified some areas for improvement. An action plan is being generated with a request to provide regular updates to GAPF.

**Rachael Little**

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