

Area Clinical Forum (ACF) Report to the NHS Grampian Board Forum meeting on 13 March 2019

Following the ACF meeting on the 13th of March 2019 the ACF would like the NHS Grampian Board to note the following points.

Workforce

The ACF were pleased to welcome Susan Coull, Interim Operational Director of Workforce and Gerry Lawrie, Head of Workforce and Development, to the meeting to provide an overview of the strategic workforce plan and to discuss the content. The members have now taken the document to their respective committees for discussion and feedback which will be collated and returned to Susan and Gerry and key points will be raised at the next ACF meeting. It has been decided to keep workforce as a standing agenda item for future meetings as it is a key topic which has been discussed at all recent meetings. The aim of this would be to share good examples of practice which individuals are using to enhance recruitment/ retention and to raise any new concerns to the forum.

The availability of appropriately trained staff for new developments such as the redesign of elective care was considered by ACF members. It was noted that many of the staff which the NHS employ follow internal training pathways which can take several years to complete and concern was expressed that the appropriate staffing may not be available for developments when they are completed. It was also noted that this type of training has a considerable burden of work for existing teams but is essential to many services. These issues were understood by the project teams and the clinical groups and the ACF are keen to be involved in any work which is being taken forward to maximise recruitment and retention opportunities.

The Allied Health Professional Area Committee raised a concern. The potential changes to operational management structures moving to a location management structure were discussed and it was noted that there may be reduced flexibility of working, efficiency and staff morale. It was acknowledged, however, that such changes were consistent with the integration of health and social care and the move towards the more local integration of multi-disciplinary staffing teams.

The Area Pharmaceutical Committee advised the Area Clinical Forum of the potential challenges associated with the implementation of the GP contract and the increased opportunities for staff in primary care. It was noted that these new opportunities may result in vacancies in some sectors which may be difficult to fill without an overall increase in pharmacist and technician numbers. This issue is acknowledged by the Director of Pharmacy and colleagues and the APC, and we are working together to find solutions and minimise the risks to service provision.

Baird and ANCHOR project

The ACF welcomed 2 members of the Baird and ANCHOR project to the meeting to provide an update on the progress of the project. This was well received and the ACF were impressed with the plans and how much of a positive impact these builds will have on patient and staff experience.

Standard Business

The ACF constitution was reviewed at the meeting and updated with minor changes.

The Vice-chair position will be due for re-election in a few months; ACF members are aware that this will be happening and the process will begin from the next meeting in May 2019.

Kim Cruttenden
ACF Chair
March 2019