

Grampian Area Partnership Report (GAPF) to Grampian NHS Board

The GAPF is the main Grampian forum for the conduct of employee relations. It has delegated authority from the Chief Executive Team (CET) 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 items discussed at the Grampian Area Partnership Forum.

Recommendation

The Board is asked to note the following items from the Grampian Area Partnership Forum meetings from October and November 2023.

Well Informed (Staff Governance Standard, SGS)

Once for Scotland Workforce Policies – Phase 2 part 1

GAPF was advised of the work done by HR and staffside colleagues in Grampian during the soft launch to provide input to the finished policies which went live across all of NHS Scotland on 1st November. This tranche of policies covered those previously described as Supporting the Work Life Balance and include flexible working and family friendly policies.

Finance Update

Updates were given by colleagues from the Finance Department on the significant challenges for NHS Grampian in the current and next financial years. Useful discussions took place about the Value and Sustainability Plan as well as the Financial Recovery actions which are being discussed by the CET.

Treated Fairly and Consistently, with Dignity and Respect, in an environment where Diversity is Valued (SGS)

NHS Grampian Celebrating Diversity Festival

Liz Howarth, Engagement and Inclusion Manager, provided a summary of this event which took place at the beginning of October and was very well received by all who attended and participated in. GAPF is fully committed to support the work of the anti-racism group.

Involved in Decisions (SGS)

Foresterhill Site Car Parking Review

Ted Reid, Head of Logistics Services, and Emma Pettis, Senior Communications Officer, updated GAPF on the results of the staff survey on car parking and the next steps that will be taken by NHS Grampian to work with partners including the Wood Foundation and Aberdeen City Council to consider changes to the planning conditions linked to the Multi-Storey Car Park. This is just part of the wider review of parking and transport links to our biggest site.

Developing a New Strategic Approach to Engagement – Building a Bigger Us

GAPF were briefed on this work being undertaken to engage with citizens and colleagues in a different way. GAPF was very supportive of the new focus on engagement with several members offering to participate in the process with Luan Grugeon in her new role.

Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community (SGS)

Working at Heights Policy

GAPF approved the latest version of this policy which complies with the latest guidance from Health and Safety Executive (HSE) and other regulators.

Safe Transfer of Patients

Nick Fluck, Medical Director, and June Brown, Executive Nurse Director, presented the plan for changing processes so that patients will not wait in ambulances for more than 30 minutes outside the Emergency Department at Aberdeen Royal Infirmary (ARI). Members of GAPF raised a number of concerns and questions relating to staff wellbeing, and are participating in the work to develop Standard Operating Procedures and mitigate the risks.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

November 2023