

## **NHS GRAMPIAN**

### **International Development NHS Grampian's Contribution to Global Citizenship**

#### **Recommendations**

Board Members are asked to:

- Consider the benefits to be achieved from supporting staff to participate in international work
- Endorse the continuation of the International Development Partnerships Group with the aim of developing support arrangements for staff who wish to participate in international development work
- Request the Director of Finance to develop arrangements for the custodianship and administration of charitable donations through the NHS Scotland Innovation Fund hosted by National Waiting Times Centre (Golden Jubilee) Endowment Fund. This Fund has been established to support international development in line with the NHS Scotland Global citizenship programme and has expertise to advise staff undertaking international assignments
- Request the Director of Operational Delivery to liaise with the NHS Scotland Innovation Fund to determine how support could be established for NHS Grampian staff in conjunction with their capacity and expertise

#### **Strategic Context**

A wide range of NHS Grampian staff continue to contribute to international development in many parts of the world. There continues to be interest in working overseas to develop skills and experience and to improve health and care in low income countries. NHS Grampian has a specific relationship with the Bahir Dar region in Ethiopia but staff make many connections and contributions on their own initiative or as part of formal programmes.

There is recognition of the benefits to be gained from participating in international work for the local healthcare system, and consideration needs to be given to how this can be maximised within NHS Grampian. This paper introduces a report prepared by a local interim International Partnerships Development Group which has reviewed the issues and benefits, and sought advice from a range of sources. The Group has also considered current Scottish Government policy which seeks to promote the development of stronger international links as part of its Global Citizenship approach.

The proposals link to the developing workforce strategy for NHS Grampian and seek to maximise the benefits to be gained not only in terms of staff development but also to encourage staff to come to work in Grampian and remain as employees for as long as possible.

## **Risk Mitigation**

As indicated above, there is evidence that a supportive approach to international development contributes to improved recruitment and retention. This will subsequently contribute to the mitigation of the corporate risks related to recruitment and retention and the management of resource pressures.

## **Responsible Senior Leadership Team Member and contact for further information**

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