

## **Grampian Area Partnership Forum (GAPF) Report 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 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 August and September 2023.

### **Well Informed (Staff Governance Standard, SGS)**

#### **Industrial Action Short Life Working Group**

GAPF were updated on and acknowledged the work of the Short Life Working Group, given the BMA Junior Doctors had overwhelmingly accepted the pay offer from the Scottish Government.

#### **Finance Update**

An update 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 potential impacts of the Health and Care Staffing Act which comes into effect from 1 April 2024.

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

#### **Aroma Catering Units at Aberdeen Health Village and Dental School**

GAPF received a paper from colleagues in Facilities and Estates about these two outlets which had been closed on a temporary basis in May 2022. Given that NHSG is not allowed to subsidise non-patient catering, other options on how to provide the service were considered including the independent and voluntary sectors.

Despite significant effort, GAPF were asked to endorse the decision not to reopen these outlets, replacing them with an improved vending machine provision.

## **NHS Grampian Changing Rooms and Locker Review**

GAPF agreed to a request for a review of NHS Grampian Changing Rooms and Locker provision for staff given the significant variation of availability across the organisation. The results of the review should help the organisation to ensure that staff are being treated fairly and consistently as part of the long term plan for infrastructure.

### **Involved in Decisions (SGS)**

#### **Public Holiday Proposals**

GAPF received a paper from the Terms and Conditions Sub-Group who had been asked to look at the options for how to schedule Public Holidays in NHSG for the next few years. The Sub-group were thanked for the work done to consider all options and help GAPF understand what was possible and within the control of NHSG. As a result it was agreed that the status quo for allocating public holidays, using the Aberdeen City Council dates, would be continued for the next two leave years until March 2026.

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

#### **GAPF Development Event – Being Healthy & Safe At Work**

This was a very well attended event for members GAPF and a wider group of colleagues who received presentations and participated in discussions on topics including fatigue, violence and aggression, and psychological safety. It was a stimulating event with significant comment and feedback given by attendees as well suggestions on what steps could be taken to improve the staff experience in light of these issues.

**Steven Lindsay**

**Employee Director**

**Co-Chair, NHS Grampian Area Partnership Forum**

**September 2023**