

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 December 2023, January and February 2024.

Well Informed (Staff Governance Standard, SGS)

Bank Workers Weekly Pay

Lorraine Hunter, Head of HR Service Centre, provided an update to GAPF on the test of change which had seen bank workers being paid on a weekly basis, rather than monthly. Broadly the test of change had gone down well with bank workers, although there were challenges for managers to be able to authorize shifts in a timely manner. The CET have approved the continuation for bank workers to be paid weekly.

Finance Updates and Workshop

GAPF has discussed the ongoing financial challenges which NHS Grampian faces at each meeting, and participated in a workshop for a significant part of the February meeting to contribute to the work being done by the CET to identify the potential savings which are necessary to bridge the gap in the next financial year. GAPF welcomed the approach that seeks to learn from and not repeat processes in the past which had unforeseen consequences.

Appropriately Trained and Developed (SGS)

Public Protection eLearning

GAPF were asked to approve the revised eLearning module which covers Child, Adult and Protection in a combined module which is more relevant and should take less time for staff to complete as part of their statutory and mandatory training. GAPF were pleased to approve the new module and thanked those who had developed it.

GAPF Development Event – Fatigue – Next Steps

GAPF were updated on the allocation of non-recurring funding to support work be services to reduce the impact of fatigue. Having received 88 applications for funding, 8 successful bids had been supported with the vast majority of the other applicants being advised to seek support from the NHS Grampian Charity funds, some of which could support staff wellbeing.

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

Grampian Empowered Multicultural Staff (GEMS) involvement in Executive Recruitment

Philip Shipman, Head of People and Change, reported on the progress that has been made over the past year to involve GEMS in the appointments panel for executive recruitment which aimed to reflect the lived experience of different groups including those of different ethnicity as well as those who are care experienced.

Involved in Decisions (SGS)

Annual Delivery Plan

Jenna Young, Planning Manager, invited GAPF to contribute to the development of this year's Annual Delivery Plan which will be submitted along with the Finance Plan to the Scottish Government in March 2024.

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

Safe Transfer of Patients

June Barnard and Paul Bachoo, Nurse and Medical Directors, Acute, provided GAPF with updates on the implementation of the new Standard Operating Procedures (SOPs) which had been developed to reduce the time patients are in ambulances prior to being assessed in the Emergency Department at ARI. GAPF discussed the issues raised including the impact of staff wellbeing, given the significant concerns which staffside organisations had reported before the SOPs were introduced.

It was recognised that the system continued to be incredibly busy with significant numbers of non-standard beds being used to accommodate the patients who were requiring care. Issues regarding health, safety and wellbeing were identified and it was agreed that staff concerns would be looked into and appropriately mitigated.

Partnership Working

GAPF acknowledged the challenges that the sustained system pressures are causing for accredited reps, who are finding it difficult to be released to undertake partnership and related activities on behalf of the recognised trade union or professional organisation. It was recognised that positive employee relations and partnership working was essential, particularly during times of pressure in the system.

It continues to be vitally important, that we work to balance the three pillars of Clinical, Financial and Staff Governance.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

March 2024