

The GAPF is the main Grampian forum for the conduct of employee relations. It has delegated authority from the System Leadership Team (SLT) 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 key issues arising from GAPF.

Recommendation

The Board is asked to note the following key points from the Grampian Area Partnership Forum meeting from February 2021 and March 2021.

February 2021

Policies Approved:

Data Protection Policy. Alan Bell, Head of Information Governance, presented the policy to those in attendance. GAPF members approved the policy and agreed to consider any minor amendments in due course as necessary.

Policy for the Management of and Learning from Adverse Events. Linda Lever, Team Leader Adverse Events & feedback, presented the policy to those in attendance. GAPF approved the policy.

Both policies will be shared with staff and managers using the usual policies process.

Resourcing Cell

Philip Shipman, HR Manager, provided those in attendance with an overview of the activity which had been undertaken within the Resourcing Cell and provided figures regarding the offers of employment made within a specific timeframe. GAPF noted that a staggering amount of work had been carried out and thanked all those involved.

Deployment Cell

Colin Christie, Learning & Development/ Staff Experience Manager, provided those in attendance with an overview of the activity which had been undertaken within the Deployment Cell and provided figures regarding those who had self-identified or been identified through their services for potential temporary deployment. Colin also highlighted a number of challenges which had arisen, including matching people to posts when only part time or additional hours were being offered. Key resources had been developed to support not only those being temporarily deployed but also the substantive and receiving line managers.

Staff Testing

Gary Mortimer, Director of Operational Delivery, shared a presentation providing an update on the local and national activity regarding the roll out of staff testing. GAPF would receive regular updates regarding the programme.

Staff Health & Wellbeing

Tom Power, Director of People & Culture, shared a presentation providing detail of the activity which was ongoing to support staff health & wellbeing. A 'We Care' brand had been developed by colleagues from NHS Grampian and the Health & Social Care Partnerships. The activity was based on six priority areas including Break & Rest Areas, Psychology Support, PPE Supply & Use, Resilience Support, My Healthy Life and Remote Working.

Remobilisation, Resourcing & Renewal

Lorraine Scott, Acting Director of Modernisation, shared a presentation to provide an update on the Remobilisation Plan. It was highlighted that the draft plan is a large and comprehensive document, therefore a summary version was being developed.

March 2021

Policies Approved:

None

Operation Snowdrop

Jillian Evans, Head of Health Intelligence & Divisional General Manager, shared a presentation providing an update on Operation Snowdrop and the local COVID-19 situation within Grampian. Those in attendance thanked Jillian for attending and providing the update.

Staff Health & Wellbeing

Tom Power, Director of People & Culture, shared a presentation providing an update on the ongoing activity for Staff Health & Wellbeing, building on the information presented to GAPF in February 2021.

Recruitment and Retention Premia (RRP) Application

Malcolm Ewen, Maintenance Manager, attended the meeting to present the Recruitment and Retention Premia (RRP) application which had been developed and was being shared with GAPF for information prior to submission to the Scottish Terms and Conditions Committee (STAC). Malcolm highlighted the importance of the application and the significant work which had been undertaken to develop it. The application had been discussed within the Terms & Conditions GAPF Sub-group. GAPF were supportive of the application being submitted. All those involved in the development of the application were thanked for their significant contributions.

Remobilisation Plan

Lorraine Scott, Acting Director of Modernisation, presented an update to GAPF regarding the Remobilisation Plan as well as the draft summary being developed, highlighted at the meeting in February 2021. Lorraine was keen to seek input from GAPF regarding the methods of communicating the summary document to staff and asked for feedback.

COVID-19 Payment

Caroline Hiscox, Chief Executive, and GAPF, wished to acknowledge the significant work which had been undertaken by the Human Resource Service Centre Team and Lorraine Hunter, Head of Human Resource Service Centre, to implement the COVID-19 payment, previously announced by the Scottish Government. All wished to pass on their thanks to Lorraine and the Team.

Rachael Little

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

March 2021