

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 items discussed at the Grampian Area Partnership Forum.

Recommendation

The Board is asked to note the following items from the Grampian Area Partnership Forum meeting from June 2021 and July 2021.

June 2021

Learning from Partnership through the Pandemic – Area Partnership Forum Development session.

On 17th June 2021, the Area Partnership Forum held a virtual development session. This was well attended and included presentations on the themes of Learning from Partnership through the Pandemic, Agility and working differently, and mini workshops on how to use Microsoft Teams. The Learning from Partnership through the Pandemic presentation was delivered by Susan Carr, Director of Allied Health Professionals & Public Protection and Steven Lindsay, Full Time Partnership Representative, specifically covering their thoughts and experiences of what the pandemic response has taught us about the value of Partnership working and how we can build on this in the future. This was followed by a facilitated breakout session allowing further discussion and feedback to be gathered. The Agility and working differently presentation was delivered by Alan Gray, Director of Finance, highlighting the advances within the NHS working environment over the different decades. This was also followed by a facilitated breakout session focussing on the top 3 most important issues to address now to help staff and, looking forward, the 3 changes we could make to our work environment that would make a difference. The collated feedback from the session will contribute to the development of a Partnership action plan, providing future direction for the GAPF.

July 2021

Policies Approved:

None

Prioritisation of forthcoming workforce surveys:

Acknowledging the ongoing pressure within the system, members were asked to consider the upcoming staff surveys and if one of the local surveys should be paused. GAPF supported the continuation of planned upcoming surveys to keep momentum and to build on the data sets being gathered. Positive communication was highlighted as a key factor for promoting the surveys.

NHS Grampian Plan for the future (2022 – 2028)

NHS Grampian is developing a new strategy and as part of the current staff engagement & consultation, Susan Harrold, Senior Planning Manager, gave a presentation promoting the opportunity for all staff to contribute. It was agreed to highlight the opportunity and to raise awareness to staff through established networks

Recruitment and Retention Premia (RRP) Application

Members were provided with an update following a meeting with National representatives regarding the submitted application, previously discussed at the forum. The application from NHS Grampian was acknowledged as being of a very high standard. A decision on the submitted application is awaited.

Policies Sub Group Annual Update

Diane Annand, Interim Human Resource Manager, Staff Governance, provided a detailed update of the activity undertaken by the Sub Group over the last 12 months. This covered interim measures introduced in response to the pandemic and the work of the National Once for Scotland Workforce Policies Programme.

Operation Snowdrop/ Remobilisation/ Portfolio Changes

Adam Coldwells, Deputy Chief Executive & Director of Strategy, provided an update on the ongoing response of the system to Covid-19 as well as the recovery & remobilisation of the system and the developing portfolio changes. One of the Trade Union/ Professional Organisation Representatives shared feedback from staff in relation to the pressures within the system. It was agreed to pick this up outwith the meeting to allow a more detailed discussion with any necessary follow up actions being highlighted at the next GAPF meeting.

Finance update

Alan Sharp, Assistant Director of Finance, provided an update on the financial situation.

Communication messages to the Organisation

Following a discussion at the 3 June 2021 meeting of the Grampian NHS Board, an opportunity had arisen to review the content of the GAFP report to the Board and to align with priority agenda items. The report to the Board should be representative of items discussed at the GAPF meetings and include clearly identifiable actions and outcomes where appropriate. A representative report will help to build on the relationship the Forum has with the advisory structure and the Board's assurance

committee. It was suggested that the revised report format include context, summary and actions for each agenda item, highlighted items of particular interest or for noting. GAPF members were asked to consider the suggested format and provide any feedback to Rachael Little, Employee Director and Co-Chair of the Area Partnership Forum.

Rachael Little
Employee Director
Co-Chair, NHS Grampian Area Partnership Forum

July 2021