

Grampian Area Partnership Report (GAPF) to NHS Grampian 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 meeting in June, July and August 2024.

Well Informed (Staff Governance Standard, SGS)

Non-Pay Elements of Agenda for Change Pay Award

Tom Power, Director of People and Culture, and other colleagues continue to provide monthly updates to GAPF on the workstreams which are being progressed under a Programme Board to implement the Non-Pay Elements of the 2023/24 Agenda for Change Pay Award, which will impact just under 15,000 NHS Grampian employees. Significant progress has been made by departments to implement the reduction in the working week for non-rostered staff, which will help us meet the Scottish Government deadline of the end of August. Working continues to be done on protected time for learning and the review of Band 5 nursing profiles, which are longer term.

Review of Portfolios

Tom Power, Director of People and Culture, presented the results of a survey which was completed by almost 200 members of the Wider System Leadership Team as part of the review of portfolios. These results suggest a desire for improved clarity on structure, purpose, communication, and governance arrangements. More detailed work is being done on the feedback received by various stakeholder including GAPF and updates will be brought to future meetings.

GAPF Terms and Conditions Sub-Group

Dianne Annand, Staff Governance Manager, and Keith Grant, Partnership Representative, presented the annual report of the Policies Sub-group which continue to oversee the process for development and review of non-clinical policies. Their work includes supporting the soft launch of the most recent phase of the Once

for Scotland Workforce Policies, which include family friendly and flexible working policies. The sub-group were thanked for the work they continue to do.

GAPF also approved the updated version of the NHS Grampian CCTV Policy.

National Profiles for Nursing and Midwifery Health Care Support Workers – Bank Workers

Faye Dale, HR Manager, provided a further update to GAPF on the ongoing work to implement the national profiles for bank workers, which was completed for NHS Grampian employees during 2023. A phased approach has been agreed, with those bank workers who have substantive employment with NHS Grampian being considered first. It has proved to be more difficult to apply the process to bank workers across Scotland and learning is being shared across Boards to minimise the delay in completing the work.

Involved in Decisions (SGS)

Estates Recruitment and Retention Premia (RRP) Application

Wayne Strong, Head of Maintenance and Technical Services, presented the application to extend RRP to GAPF for approval, before submitting it to the Scottish Terms and Conditions Committee for their consideration and approval. This request for the continuation of the additional payment for 69 staff who work plumbers, electricians, engineers, and electricians. GAPF were advised about the challenges of recruiting and retaining staff when other employers in the area offer far higher salaries. It was recognised that further work needs to be done in terms of workforce planning to move to a situation where the additional RRP payment is not required. On that basis, GAPF approved the application.

Finance Update and Value & Sustainability Programme

Sarah Irvine, Finance Manager, provided monthly updates on the NHS Grampian's financial position and the steps being considered in order to improve that, while continuing to balance the requirements Clinical, Financial and Staff Governance as well as the Prevention agenda.

Carmen Gillies, Programme Lead, Value and Sustainability Programme, presented the Additional Hours Framework and a number of protocols related to discretionary spend including training, travel and stationery. GAPF provided input, requested some amendments and approved these to apply to all staff, subject to engagement with the BMA Local Negotiating Committee (LNC), to reflect the different terms and conditions for some medical colleagues.

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

Job titles in a supportive, inclusive and empowering culture

GAPF were updated on the discussions which had taken place following previous discussions at both GAPF and the Area Clinical Forum (ACF) on the use of word “Practitioner” in a non-clinical role job title. It was confirmed that the department which had requested the use of the term have since developed alternative job titles. It was agreed to ask the Change Management Oversight Group to develop a form of words to support the operation of the Organisational Change Policy, to ensure wider implications for job titles are taken into account when designing new roles.

Staff Breaks, Rest and Recovery

GAPF were updated on the work being done by the Joint Working Group which is co-chaired by Mark Burrell, Chair of the Area Clinical Forum, and Steven Lindsay, Employee Director. The ‘At Your Best With Rest’ campaign materials have been developed to help improve the uptake of staff taking breaks, within all staff groups, and normalising this within our organisations.

Appropriately Trained and Developed (SGS)

GAPF Development Event

GAPF have been regularly updated on the plans for this event which will take place on 19th September. It is anticipated that the event will help colleagues identify and respond to burnout and to promote psychological safety.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

August 2024