

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 meeting in April and May 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 provide monthly updates to GAPF on the various 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. There are working groups which are responsible for: changes to the business systems; reduction in the working week; protected time for learning; review of Band 5 nursing profiles.

GAPF Terms and Conditions Sub-Group

Dianne Annand, Staff Governance Manager and Gemma Hood, Partnership Representative presented the annual report of the Terms and Conditions Sub-group which continue to undertake a wide range of work including implementing changes locally as mandated by the Scottish Terms and Conditions Committee. The sub-group are also involved in the work on the reduction of the working week for agenda for change staff.

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

Faye Dale, HR Manager, provided an 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)

Balanced Governance – a Framework for Transformation

GAPF were given the opportunity to provide feedback to the initial draft of the commission paper which is being developed by the group which is co-chaired by Susan Webb, Director of Public Health, Mark Burrell, Chair of the Area Clinical Forum and Steven Lindsay, Employee Director. The constructive feedback from GAPF will be added to that received from the Area Clinical Forum and Chief Executive Team before a final document is produced for use in departments and services.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

May 2024