

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 December 2024 and January 2025.

Well Informed (Staff Governance Standard, SGS)

Non-Pay Elements of the 2023/24 Agenda for Change Pay Award

GAPF continued to receive reports from the Programme Board, on the progress being made across the three elements of these reforms i.e. the reduction of the working week with no loss of pay, protected time for learning, and the review of band 5 posts, beginning with nursing.

At present, NHS Grampian is awaiting national guidance on the next step for the reduction of the working week, with managers and staff being advised to consider how a further reduction could be done, pending the national guidance.

Job Evaluation Annual Performance Report 23/24

Tracey MacDonald, Assistant HR Manager and Karen Watson, Partnership Rep presented the report to GAPF as they are the Job Evaluation Leads for NHSG. The ability to attract, train and retain evaluators is an ongoing issue, due to the level of work and particular skill set required, for both regular job evaluation and the band 5 review. One of the challenges is for job matchers to be released from their substantive post, for some or all of their time, to undertake this work. GAPF thanked Tracey, Karen and the wider team of job matchers for the work being done.

Finance Update

Sarah Irvine, Deputy Director of Finance, provided updates on NHS Grampian's financial position as well as the planning for the next financial year, which GAPF continues to contribute to. GAPF was advised on the ongoing work of Value and Sustainability Programme as well as the other pieces of work under the Health and Care Strategic Change Board as part of the route map to a sustainable future.

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

Concerns about Staff Experience

Further to the issues raised previously, a working group has been set up to identify and resolve some of the practical issues being experienced by staff, particularly in the larger hospital sites including lack of changing room facilities, secure lockers and areas for staff breaks and rest. While these issues are complex, GAPF welcomed the approach being proposed with support from managers across the system, and will receive regular updates from the working group, with this being a standing agenda item for future GAPF meetings.

Involved in Decisions (SGS)

Planning Application to Aberdeen City Council, Lady Helen Parking Centre

Ted Reid, Head of Logistics and Keith Grant, Partnership Rep provided an update on the current application to Aberdeen City Council to permit staff parking within the upper floors of the Lady Helen Parking Centre. The planning department have responded to NHSG with additional questions. As previously reported, no changes will be made to parking arrangements until a final decision is made by the Council.

Appropriately trained and developed (SGS)

GAPF Development Sub-Group Annual Report – Jason Nicol/Janine Legge

Jason Nicol, Head of Wellbeing, Culture & Development, and Janine Legge, Partnership Rep presented the sub-group report to GAPF highlighting the work being done to support the implementation of Protected Learning Time and to manage the statutory and mandatory training provision for staff, as well as seeking to improve the compliance rates. GAPF welcomed the report and acknowledged the work being done by Jason, Janine and colleagues in the sub-group.

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

Health and Safety Update

Ian Cowe, Head of Health & Safety, presented a report to GAPF summarizing the activities undertaken across NHS Grampian in the past few months, which is formally reported through the Occupational Health, Safety and Wellbeing Committee. GAPF discussed the report and highlighted the Health & Safety Training for Managers which is straightforward with the modules presenting the content in bite size pieces. GAPF congratulated Ian and his team on the good work done.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum February 2024