

***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 December 2021 and January 2022.

### **December 2021**

#### **Operation Iris**

Rachael Little, Employee Director, reported that the papers circulated at the last meeting had been presented to the Board in December 2021. Tom Power, Director of People & Culture presented slides provided by Nick Fluck, Medical Director. Following the presentation, there was an opportunity for discussion where Staff Side colleagues were able to highlight a number of concerns. The concerns were acknowledged and actions to address the concerns identified.

#### **NHS Grampian Plan for the Future**

Jenna Young, Planning Manager, came along to give an update presentation on NHS Grampian Plan for the Future. The Board had granted a two-month extension in December 2021 and the final plan was to be submitted to the Board in April 2022 for approval. A Board seminar in January 2022 would be dedicated to discussing the feedback received and ambitions around the strategy.

#### **Finance Update – Briefing on the draft Scottish Government Budget**

Alan Sharp, Assistant Director of Finance, went over some headlines from the latest Scottish Government Budget as a presentation.

#### **GAPF Development Sub-Group Annual Review**

The annual report from the group, which included the highlights from the last year's activity from members of the group, had been circulated. The group met bi-monthly, and this would continue during 2022. The group would also be refreshing the terms of reference during 2022.

GAPF were asked if there were any pieces of work they would like the sub-group to focus on during the next year. Gerry Lawrie, Head of Workforce & Development and co-chair of the sub-group, explained that the group had changed its name to GAPF Development Sub-Group due to the diverse work of the group. The group had taken on a role around statutory and mandatory training for Turas Learn. A report on this would be submitted to the System Leadership Team (SLT).

### **Payment As If At Work (PAIAW) for Fixed Roster Area (ITU)**

The Terms and Conditions Sub-Group had agreed the paper, previously circulated, for GAPF to note the developments with PAIAW for staff on Agenda for Change (AfC) Terms and Conditions. As of January 2018, all staff were paid as if at work as per AfC terms and conditions, using an average reference period to calculate PAIAW. However, concerns were raised by the Intensive Therapy Unit (ITU) that staff were receiving detriment in pay terms as a direct result of the move to using an average reference period when their pattern of work was a fixed roster. Following an extensive comparison exercise and the sub-group instigating a discussion with Scottish Terms and Conditions Committee (STAC) representatives, a resolution was received in June 2021. This ensured compliance with the spirit of PAIAW i.e. that an employee should not be paid less/disadvantaged when taking annual leave in comparison to working.

GAPF was asked to note:

- Definition of fixed roster
- The process
- Timescales i.e. moving as of 1 December 2021 to pay the actual shift they would have worked had they not been on annual leave
- Principles of arrears in place
- Intention to identify a process to identify other fixed rosters to apply PAIAW in the same manner as ITU

The Terms and Conditions Sub-Group were commended for their resilience in resolving this issue which had been challenging and ongoing for a protracted period.

### **GAPF Development Day**

GAPF members were asked for their views on potential themes for the 2022 Development Day.

### **Policy for the Recording of Business meetings or Hearings within Formal Policies**

The policy had been reviewed by a policy review group and circulated for 6 weeks consultation. Policy was written to reflect that recording would be undertaken as a back up to assist minute/note taking due to the organisation having fewer people with the skill set to take minutes/notes at meetings. It also covered the event of having no one available to take notes. It had not been the intention to record meetings as the norm. GAPF discussed the policy, and it was agreed that GAPF could not approve the policy and further discussion would be required. The policy would be submitted to a future GAPF meeting for approval.

## **Organisational Change Oversight Group**

Tom Power, Director of People & Culture, explained the group continued to meet and was working well in Partnership. The group had reviewed the Organisational Change Policy which had been circulated for consultation. An addition to the policy was a definition of “test of change”. Everyone was encouraged to submit comments as part of the consultation process.

## **Job Evaluation Annual Report**

Ashley Catto, Human Resources Manager and Job Evaluation Lead, explained that the annual report would normally have a different format and timeline to the one circulated. The reason for the change in timeline was due to the pandemic. The different template reflected the current pressures in NHS Scotland. The STAC Job Evaluation Group intended to utilise the information to inform their work plan for 2022. Additionally, the Turas Job Evaluation system had been developed to enable additional information to be gathered and reported on next year.

## **January 2022**

**The GAPF meeting was reduced in terms of timing and agenda, due to ongoing System pressures.**

## **Omicron Planning**

A draft Omicron Plan had been circulated in advance of the meeting to members of GAPF. Adam Coldwells, Director of Strategy, Deputy Chief Executive and GAPF Co-chair, introduced the paper and highlighted a number of key points. GAPF discussed the content of the draft paper and provided feedback. Staff Side colleagues were able to highlight concerns, which were acknowledged and actions identified including communication to staff.

## **Joint Working Agreement Bon Accord Care & NHS Grampian Rosewell House**

A document had been circulated to GAPF for discussion and consideration detailing the joint working agreement between Bon Accord Care and NHS Grampian for Rosewell House. The joint working agreement had been developed through the NHS Scotland Partnership model of working. GAPF discussed the document, and it was agreed that GAPF could not approve the document and further discussion would be required. The document would be submitted to a future GAPF meeting.

**Rachael Little**

**Employee Director**

**Co-Chair, NHS Grampian Area Partnership Forum**

**January 2022**