

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 meetings from June and July 2023.

Well Informed (Staff Governance Standard, SGS)

Staff Governance Committee (SGC) Report

GAPF were provided with a report from the Staff Governance Committee which aided GAPF members' understanding of the work of the Committee as well as the reporting arrangements from the portfolios and sectors to the SGC.

GAPF Policies Sub-group Annual Report

GAPF were provided with an update on the work of this sub-group over the past year as well as their workplan for the next 12 months. This includes the next phase of the Once for Scotland Workforce Policies Project. These were released for 3 months soft launch within Health Boards from 12th July to 12th October, when HR and staffside organisations have early access to the new policies and supporting documents to prepare for their full implementation on 1st November.

Pension consultation Update

GAPF were advised of the Scottish Public Pensions Agency (SPPA) Consultation on proposed changes to the contribution rates of members of the pension schemes. A helpful briefing was provided which will assist GAPF members who may wish to submit feedback before the consultation ends in August.

Organisational Change Protection

GAPF were asked to approve NHS Grampian's submission to the Scottish Terms and Conditions Committee on the number of employees who on pay protection for the reason of Organisational Change. GAPF acknowledged the work done and noted the ongoing costs of pay protection despite the comparatively small numbers of affected staff.

Finance Update

Updates were given by colleagues from the Finance Department on the significant challenges for NHS Grampian in the current and next financial years. Useful discussions took place about the Value and Sustainability Plan and its implementation over the coming months.

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

Aberdeen Royal infirmary (ARI) Bed-base Review

GAPF were given a presentation on the work being done as part of the review, which recognises the pressures on bed demand and capacity as well as considering what can be done to improve the experience for patients as well as improving the health, safety and wellbeing of staff. These options include consideration for an interim set of measures for winter 2034/24 with a longer term change being planned after that.

Health and Safety Policy

GAPF approved the Prevention and Management of Violence & Aggression Policy following review and consultation as overseen by the Policies Sub-group.

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

Staff Breaks, Rest and Recovery Joint Working Group

GAPF were updated on the initial work of this Joint Working Group with the Area Clinical Forum, which has focussed on available information and research available within and outwith NHS Grampian. A further update is expected as part of the GAPF Development Event in September.

Involved in Decisions (SGS)

Car Parking Review

GAPF were asked to comment on the work of the Short Life Working Group given the ongoing challenges of staff car parking, particularly on the Foresterhill site. Agreement was reached for a staff questionnaire to be conducted with the affected staff groups prior to a decision being made on moving to a new system by a special meeting of the Whole System Decision Making Group.

Industrial Action Short Life Working Group

GAPF were updated on and acknowledged the work of the Short Life Working Group. This saw the activation of the contingency arrangements until the British Medical Association (BMA) paused their industrial action which was scheduled for 12th July, while their members consider the updated pay offer from the Scottish Government.

Steven Lindsay

Employee Director

Co-Chair, NHS Grampian Area Partnership Forum

July 2023