



SCOTTISH PARTNERSHIP FORUM
Monday 12 February 2018
Conference Room 4ER, St Andrews House, Edinburgh.
Minute

Present:

Julie Collins for Claire Ronald – Chartered Society of Physiotherapy
George Doherty – Director of HR, NHS Tayside
Gavin Fergie – UNITE
Anna Gilbert – Head of Staff Governance, Scottish Government
Pauline Howie – **(Chair)**, Chief Executive, Scottish Ambulance Service
Shirley Johnston – UNITE
Jason Leitch – Director, Planning and Quality, Scottish Government
Lilian Macer - UNISON
Richard McCallum for Christine McLaughlin – Deputy Director of Finance, Scottish Government
Dorothy McErlean – Society of Chiropractors and Podiatrists
Matt McLaughlin, UNISON
Robin McNaught – Director of Finance, The State Hospitals Board for Scotland
Jackie Mitchell for Mary Ross Davies – Royal College of Midwives
Phil Raines, Head of Strategic Change, Scottish Government
Shirley Rogers – Director for Health Workforce and Strategic Change, Scottish Government
Caroline Sharp – Director of HR, NHS Dumfries and Galloway
Malcolm Summers – Head of Workforce Practice, Scottish Government
Jill Vickerman – British Medical Association

In attendance:

Professor Patricia Findlay – Strathclyde University
Grant Hughes - Head of Workforce Planning, Scottish Government
Janice Lennen - Scottish Government **(Minute)**
Hannah McKay - Scottish Government **(Support)**
Susan B Russell - Staff Governance Associate, Scottish Government
Dharmveer Singh – Scottish Government **(Support)**

Apologies:

Anne Aitken – Directorate Support and delivery, Health Workforce and Strategic Change
Directorate, Scottish Government
Peter F Bennie – British Medical Association
Ann Crozier, UNITE
Frances Carmichael, UNISON
Tony Dowling – GMB Scotland
Theresa Fyffe – Director, Royal College of Nursing
Alistair Grant (due to IT problems) – Royal College of Nursing
Geoff Huggins – Director for Health and Social Care Integration, Scottish Government



Derek Lindsay – Director of Finance, NHS Ayrshire & Arran
Sean Neill – Deputy Director for Health Workforce, Scottish Government
Claire Ronald – Chartered Society of Physiotherapy
Mary Ross Davies – Director, Royal College of Midwives
Andrew Russell - Medical Director, NHS Tayside
Andrew Scott - Director of Population Health Improvement
Jacqui Simpson – South East and Tayside Regional Planning Group

Agenda Item 1 – Welcome, introductions and apologies

- The Chair welcomed everyone to the meeting.
- Members were informed of the list of apologies (noted above) and that the meeting was quorate.

Agenda Item 2 – Minutes and summary of action points of meeting held on 2 October 2017

- The minute of the meeting held on 2 October 2017 was agreed.

Matters arising – Staffside reminded colleagues that where possible they would appreciate copies of papers and power-point presentations rather than verbal updates at the SPF meeting.

Agenda Item 3 – Strathclyde University Partnership Research

This item was presented by Professor Patricia Findlay. During the presentation the following items were covered:

- The Scottish Government has commissioned an external review of partnership working arrangements in NHS Scotland to be carried out by Strathclyde University over the next 8 months. The final report is expected in the Autumn of 2018;
- This review will be carried out with support and input from the Scottish Partnership Forum (SPF) and other national and local partnership infrastructure;
- The research will consider whether current arrangements deliver the desired objectives at the national, regional and local levels; accommodate and deliver the required quickened pace of change; demonstrate factors which facilitate or hamper progress; are capable of being adapted to reflect the new structures proposed in the Delivery Plan (i.e. at national, regional and local level) and within the context of health and social care integration; still involve the right people in the right roles; demonstrate the values and behaviours expected of the workforce in NHSScotland and best practice in industrial relations.
- The research will identify what changes may be needed, including potential new ways of working for SPF, SWAG, and STAC; whether these are still the right groups to have, and potential alternatives; whether the findings and recommendations from the previous studies



have been acted upon, or are still relevant; and the implications of the Delivery Plan for partnership working, along with suggested actions, with timings, for addressing these.

- The researchers will undertake analysis of relevant secondary literature on key themes, relevant policy documentation and policy priorities; undertake documentary analysis of partnership in practice (e.g. governance documentation, minutes) and information generated via iMatter;
- The researchers will also undertake interviews with key individuals and groups across Scotland; attend various meetings, observe partnership interactions and reflect on findings with key individuals and groups;
- Members welcomed the review of partnership working and thoroughly discussed issues highlighted in the presentation. The importance of engaging with IJBs and using the correct language was discussed. Partnership and Governance is seen as NHS style language in the social care environment. It was suggested that using the Fairwork convention language might be helpful when engaging with social care colleagues.

Outcome: SPF members supported the direction of travel for this piece of work.

Action: The Scottish Government to send the Partnership Research Commissioning Specification to members. **Completed**

Agenda Item 4 – Financial Position of NHSScotland

Richard McCallum presented an update of the financial position of NHSScotland to date and during the presentation the following points were made:

- In relation to the 2017/18 position, all Boards are on track for breakeven outturn with the exception of 3 Boards (NHS Ayrshire and Arran, Highland and Tayside). The Scottish Government continue to work with these Boards;
- 2017/18 has been a challenging year so far and the position of IJBs is important to the outturn result. Also waiting to see how winter has impacted on the Boards delivery plans. There is ongoing work relating to capital investment projects which are underway and these are progressing in line with plans;
- The presentation also covered the 2018/19 draft budget allocations and this included investment to support Board reform, shifting the balance of care with direct investment in mental health, investment to support the new GP contract and to support the wider primary care reform. A further allocation of money has been given to local authorities recognising a range of pressures in relation to social care.

The Chair led a discussion and the following points were raised:

- Surprise was expressed that only 3 out of the 22 NHS Boards were reporting a deficit. It was felt that there was a need for further analysis to be presented to SPF members to explain how Boards were managing to come in on budget given the messages heard in



- other forums. It was explained to members that Boards do tend to come back into balance at end of year due to non-recurring and efficiency savings.
- Members asked for an explanation of the budget allocation to Integrated Joint Boards (IJB's) and whether the money allocated to Local Authorities is separate to the money transferred from NHS Boards. It was confirmed that in previous years monies had been allocated directly to NHS Boards to support Social Care, however this year £66 million had been provided separately to Social Care with NHS Boards to continue to transfer £355 million to IJB's.
 - In relation to the annual pay award for Agenda For Change Staff members asked if this was to be met in full by NHS Boards. It was explained that pending the announcement from the Pay Review Bodies, and in line with the Scottish Government Public Sector Pay Policy, Boards will be expected to meet an initial 1% uplift with any difference to be met by Scottish Government.
 - It was acknowledged by all that in reality the use of non-recurring and efficiency savings create challenges for the forthcoming year and perhaps there is a need to look at reform.

Outcome: SPF noted the update and the challenges that lie ahead.

Agenda Item 5 – National Workforce Plan

Grant Hughes gave a verbal update and the following points were made:

- The National Workforce Plan is being published in three parts 1) NHSScotland – June 2017, 2) Social Care – December 2017 and 3) Primary Care is due for publication in the near future.
- A National Workforce Planning Group has been established. In relation to Part 2 of the Plan they are working with leads in Social Care, SSSC and the Care Inspectorate. It is hoped to have a set of integrated workforce data with multidisciplinary workforce planning tools.
- With the use of the NES Data Platform it is expected that they will be able to integrate data from a variety of sources to allow for future scenario planning.
- In relation to Recruitment & Retention they are working with stakeholders to have a co-ordinated approach.
- The aim is to publish an integrated workforce plan later in 2018

The Chair led a discussion and the following points were raised:

- It was recognised that the workforce team have done a really good job on what was a an enormous task with a lot done on future demand, however, it was acknowledged that there are some difficult conversations to be had on future delivery.
- The NES Data Platform will be crucial in assessing supply rather than demand.



- The opportunity for IT systems that can communicate with each other will hopefully lead to more integration around the social care workforce.
- Currently 1.5 in every 10 children would need to want to work in Health & Social Care to be able to meet future demand.

Outcome: SPF noted the update.

Action: Grant Hughes to send Parts 1 and 2 of the National Workforce Plan to members.
Completed

Agenda Item 6 – Health and Social Care Delivery Plans

Phil Raines gave a verbal update focusing on three particular areas and the following points were made:

- 1) Budget – The Transformational Change Budget of £126 million encompasses elective care access; Supporting activity related to the Health & Social Care Delivery Plan; and the forthcoming digital agenda.
- 2) National/Regional Delivery Plans which are the basis for continuous development. The next versions of these are due in by end March 2018. They are not intended to be detailed blueprints but should look to set out regional models of care as well as setting out the financial challenges. They should also outline projects where change needs to be explored.
- 3) Future National Work being taken forward looking at the delivery plan as a whole.

In looking at next steps there will be further engagement with SPF with a more focused set of discussions outlined in a paper to be presented. with the intention is to work with staffside colleagues to develop the content of that paper. Beyond March 2018 there is a need to have early discussion about how partnership working will evolve and be embedded within the regional landscape.

Outcome: It was acknowledged that there is a lot of work underway in the shape of Realistic Medicine; Leadership Skills; Integration; GP Contract; and Regional Planning however, members welcomed the opportunity to have more detailed discussion after March 2018 in order to present the discussion paper which will provide a broader understanding of the issues.

Action: Phil Raines to work with Lilian Macer & Theresa Fyffe on the development of a paper to be presented at a future SPF Meeting



Agenda Item 7 – AOB

The chair invited members to table any other business and the following matters were raised:

- Given the recent media coverage regarding “Capita” the question was asked about the level of exposure to NHSScotland from this company.

Action: Richard McCallum was asked to establish the Scottish Government position .

Members were asked to note the paper for information on Global Citizenship

The Chair concluded the meeting by congratulating Janice Lennen on her forthcoming retirement and acknowledging her contribution to the business of the SPF and other Partnership Groups.

The Chair thanked everyone for their attendance, contributions and the discussions that took place.

Date of Next Meeting: 24 May 2018 (14.00 – 16.30) in Conference Room 4ER, St Andrews House, Edinburgh.