



SPF

SCOTTISH PARTNERSHIP FORUM
Thursday 2 June 2016
Conference Room 2, Victoria Quay, Edinburgh.
Minute

Present:

Calum Campbell – Chief Executive NHS Lanarkshire (**Chair**)
Alan Boyter – Director of HR and Organisational Development, NHS Lothian
John Connaghan – NHSScotland Chief Operating Officer, Scottish Government
Tony Dowling – GMB
Gavin Fergie – Unite
Theresa Fyffe – Director, Royal College of Nursing
Alistair Grant – Royal College of Nursing
Derek Lindsay – Director of Finance, NHS Ayrshire & Arran
Dorothy McErlean – Society of Chiropractors and Podiatrists
Christine McLaughlin – Director of Finance, Scottish Government
Robin McNaught – Finance and Performance Management Director, The State Hospitals Board for Scotland
Jackie Mitchell (for Gillian Smith) – Royal College of Midwives
Shirley Rogers – Director for Health Workforce, Scottish Government
Malcolm Summers – Head of Workforce Practice, Scottish Government
Jill Vickerman – British Medical Association
Sally Winning – British Medical Association

In attendance:

Kirstie Campbell – Scottish Government
Alison Carmichael – Scottish Government
David Clark – Scottish Government (Observer)
Angela Cunningham – AAPCT (Observer)
Anna Gilbert – Scottish Government
Jane Grant – Chief Executive NHS Forth Valley
Grant Hughes – Scottish Government
Janice Lennen – Scottish Government (**Minute**)
Billy McKenzie – Scottish Government
Mike Sabin – NHS Education for Scotland

Apologies:

Catherine Calderwood (**represented by Gregor Smith**) – CMO, Scottish Government
Frances Carmichael – Unison
Sharon Duncan – Unite
Paul Gray - Director General of Health and Social Care
Geoff Huggins – Director for Health and Social Care Integration, Scottish Government

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Michael Kellet – Director of Healthcare Strategy, Scottish Government
Rona King – Director of HR, NHS Fife
Matt McLaughlin – UNISON
Fiona McQueen – Chief Nursing Officer, Scottish Government
Lilian Macer – Unison
Claire Ronald – Chartered Society of Physiotherapy
Andrew Russell – NHS Tayside
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 3 February 2016

- The minute of the meeting held on 3 February 2016 was agreed .
- Progress on the action points were noted.
- The meeting of Co-chairs of SPF to consider and agree the appropriate work for the Forum is on 5 June 2016 and members were encouraged to forward points for discussion to their constituent group Chair.

Agenda Item 3 – Financial Position of NHSScotland

Christine McLaughlin gave a presentation on the financial position of NHSScotland. During the presentation and subsequent discussion the following points were made:

- Subject to audit review, all Boards (with the exception of one) are expected to achieve year-end out-turn or break even in financial year 2015/16;
- In comparing the financial position for 2014/15 and 2015/16 it was noted that 2015/16 was more challenging for Boards;
- For year ending 31 March 2016, efficiency savings of £290.8 million were achieved across NHSScotland;
- The level of savings for 2016/17 is higher than in previous years and Boards are being encouraged to get together and look at national savings in key areas as follows:
 - Efficiency and Productivity
 - Reducing locum and agency spend
 - Prescribing
 - Shared services
 - Financial Flexibility

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- It was recognised that the landscape of this financial year is very different as Boards and Integrated Joint Boards need to deliver the 2016/17 efficiency savings;
- The 2017/18 Health financial budgets will be based on the SNP (May 2016) Manifesto commitments;
- SPF discussed the future challenges facing Health including: National Insurance and Living Wage costs; prescribing costs; the possible need to redesign Health Services; the importance of balancing savings, performance and risks. Members agreed that investment on a sustainable workforce will eventually produce efficiency savings.

Outcome: SPF noted the update and acknowledged the future challenges

Agenda Item 4 – Review of Maternity and Neonatal Services

Jane Grant presented an update on the Review of Maternity and Neonatal Services. A paper was sent to members in advance of the meeting to inform discussion. During the update and subsequent discussion the following points were covered:

- This review sits within the Transformational Change Plan for Health and Social care Services which sets out the vision for 2030;
- The aim of the review is to examine choice, quality and safety of maternity and neonatal services in light of current evidence and best practice for a Scottish Model of Care which provides the right care for every women and baby every time and gives all children the best start in life;
- Four sub groups have been established to scope out a set of recommendations for the review as follows:
 - Models of Maternity Care
 - Models of neonatal Care
 - Workforce, and
 - Evidence and Data
- The presentation provided an overview of the approach used to engage with stakeholders and the key themes that have started to emerge;
- The review group is expected to make recommendations to Ministers for a Scottish Model of Care in the Summer;
- SPF members agreed that this had been a particularly good example of engagement and would welcome sight of the final report at the earliest opportunity.

Outcome: SPF Members noted the update and were fully supportive of the work.



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Agenda Item 5 – Education and Development Pathways to support the Transformation of Nursing Roles

Mike Sabin presented the update and led the discussion. During the discussion the following points were covered:

- There is currently no structured, co-ordinated or nationally funded approach to education and development for nurses beyond registration;
- Evidence suggests through the models of Health Service redesign that are emerging that there is a clear need to ensure nationally consistent, sustainable and progressive nursing roles and career pathways;
- NHS Education for Scotland is helping shape career pathways to transform Nursing roles with a particular focus on Advanced Nurse Practitioners and the associated education provision;
- A model (included in power-point slides sent to Members) has been proposed and agreed in principle by key strategic stakeholders in nurse education and practice;
- The model has wide practical application across the service and the same principles can be applied to nursing support roles;
- The pathways have been designed to support midway career changes without the need to start from the beginning again.

Outcome: SPF supported the direction of travel in developing the career pathways to transform nursing roles.

Agenda Item 6 – Workforce Planning

Grant Hughes provided an update on NHSScotland Workforce Planning. During the update and subsequent discussion the following points were made:

- The workforce planning information provided to the Scottish Government from Boards is used to inform Ministers. It is important that this information is accurate and takes account of risks and reflects service redesign;
- The presentation covered the following areas:
 - SNP Manifesto commitments (May 2016 election) introducing national and regional workforce planning;
 - There is a need to produce better intelligence for Boards and Scottish Government by using a triangulation of Service Planning, Workforce Planning and Financial Planning;
 - Align workforce planning objectives with strategic policy developments;
 - Issue guidance to boards to improve workforce planning practice;
 - Consider how to develop better intelligence through workforce analysis;
 - Emerging thoughts about an 'Observatory' approach;



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- SPF Members asked Scottish Government to consider the following workforce planning issues going forward:
 - There is a need to get the definition of a vacancy right for consistency when considering unfilled vacancy rates;
 - Some groups of medic are not currently being counted by ISD;
 - Difficulties in keeping the service running when there are difficulties recruiting in certain areas;
 - Succession planning for retiring nurses needed;
 - Not helpful that we have 10 different definitions of 'Advance Nurse Practitioner';
 - There is a need to have a 'Workforce Planning Framework' in place in plain English;
 - 6 steps methodology is not always used or understood at local level;
 - Further training required at local level to ensure comparing like with like;
- SPF Members were encouraged to provide the Scottish Government with further written feedback on workforce planning issues.

Outcome: SPF members noted the update and Scottish Government Officials noted the feedback from Members.

AOB

No other business was raised and SPF Members were content with the papers for information.

Date of Next Meeting: 27 October 2016 (14.00 – 16.30) Conference Room 2, Victoria Quay, Commercial Street, Edinburgh