



SPF

SCOTTISH PARTNERSHIP FORUM
Wednesday 3 February 2016
Conference Room 4ER, St Andrews House, Edinburgh.
Minute

Present:

Paul Gray (**Chair**) - Director General of Health and Social Care
Alan Boyter – Director of HR and Organisational Development, NHS Lothian
Frances Carmichael – Unison
Gavin Fergie – Unite
Theresa Fyffe – Director, Royal College of Nursing
Alistair Grant – Royal College of Nursing
Ruth Hibbert (**attending on behalf of Calum Campbell**) – NHS Lanarkshire
Michael Kellet – Director of Healthcare Strategy, Scottish Government
Derek Lindsay – Director of Finance, NHS Ayrshire & Arran
Dorothy McErlean – Society of Chiropractors and Podiatrists
Matt McLaughlin – UNISON
Patricia McNally – Chartered Society of Physiotherapy
Robin McNaught – Finance and Performance Management Director, The State Hospitals Board for Scotland
Fiona McQueen – Chief Nursing Officer, Scottish Government
Lilian Macer – Unison
Barbara Anne Nelson (**attending on behalf of Rona King**) – State Hospitals Board for Scotland
Gillian Smith – Royal College of Midwives
Gregor Smith (**attending on behalf of Catherine Calderwood**) – Deputy Chief Medical Officer, Scottish Government
Malcolm Summers – Head of Workforce Practice, Scottish Government
Jill Vickerman – British Medical Association
Sally Winning – British Medical Association

In attendance:

Serena Barnatt – NHS Greater Glasgow & Clyde
Angus Cameron – Scottish Government
Beth Elliot – Scottish Government
Anna Gilbert – Scottish Government
Catriona Hetherington – Scottish Government
Jason Leitch – Scottish Government
Janice Lennen – Scottish Government (**Minute**)
Robyn McCormack – Scottish Government (**Minute**)
Steven Manson – Scottish Government
Sir Lewis Ritchie – Scottish Government
Diane Strachan – Scottish Government

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Apologies:

Catherine Calderwood (**represented by Gregor Smith**) – CMO, Scottish Government
Calum Campbell (**represented by Ruth Hibbert**) – Chief Executive NHS Lanarkshire
Sharon Duncan – Unite
Geoff Huggins – Director for Health and Social Care Integration, Scottish Government
Rona King (**represented by Barbara Anne Nelson**) – Director of HR, NHS Fife
Stuart McLauchlan – Royal College of Nursing
Claire Ronald – Chartered Society of Physiotherapy
Shirley Rogers – Director for Health Workforce, Scottish Government
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 – National Clinical Strategy (NCS)

Angus Cameron presented an update on the NCS. This built on the presentation delivered to SPF on 9 June 2015. During the presentation and subsequent discussion, the following points were covered:

- The NCS (draft for engagement) is due to be launched by the Cabinet Secretary for Health, Wellbeing and Sport shortly;
- SPF members were reminded that the NCS document is being published as a version for engagement which will continue after the launch;
- Development of the NCS was overseen by a steering group which included NHS Chairs, Chief Executives, Chief Medical Officer and national Clinical Director;
- The draft strategy was developed on the basis of a process of engagement with a range of stakeholders from across Scotland. The draft strategy reflects the challenges facing NHSScotland in the future including:
 - Changing demographics;
 - Prevalence of long term conditions (LTCs);
 - Persisting inequalities;
 - Workforce Challenges;
 - Financial limitations;
 - Place of social care/community supports/health care;
 - Need for a new Clinical Paradigm.

- Feedback from stakeholder groups indicated broad support for the direction of travel set out in the Strategy;
- The presentation also need to develop Primary Care, Social Care and Secondary Care in order to adapt the service for the future. This included:
 - Planning Primary Care around Communities;
 - Grasping the Integration benefits;
 - Planning Secondary Care around Populations;
 - The need to aim for 'realistic medicine';
 - The need to take forward IT developments, and
 - Continue the development of a multi-disciplinary service;
- SPF Staffside colleagues expressed concern that they had not been involved in the development of this strategy and were clear that it should not be presented as a strategy developed in partnership with NHSScotland Trade Unions;
- Scottish Government officials acknowledged this concern and agreed to a special SPF engagement event (after publication of the NCS) in March 2016.

Outcome: SPF noted the update and were given the opportunity to express their views on the development of the draft NCS.

Action: The Scottish Government (Healthcare Quality and Strategy Directorate) to share an embargoed copy of the NCS with SPF Members in advance of publication. SPF Members are asked to respect the embargo placed on the document;

Action: The Scottish Government (Healthcare Quality and Strategy Directorate) to arrange for further opportunities to engage with SPF members after publication of the NCS including a special SPF engagement event in March 2016;

Action: The Co-Chairs of SPF to consider and agree the appropriate work that the Forum should be consulted on.

Agenda Item 3 – Minutes and summary of action points of meeting held on 16 November 2015 and matters arising

The minute of the previous meeting held on 16 November 2015 was agreed as accurate.

Progress on the action points were noted and there were no matters arising.

Agenda Item 4 – Out of Hours Review of Primary Care

Sir Lewis Ritchie presented an update on the national review of Primary Care Out of Hours service report published in November 2015. This built on the presentation delivered to SPF on 9 June 2015. During the presentation and subsequent discussion the following points were covered:

- The out of hours primary care system has been facing increasing challenges, with pressure of work rising and increasing numbers of people seeking help and advice;

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- The presentation provided an overview of the findings and recommendations included in the national report in relation to the primary care workforce and the approach to workforce planning for primary care;
- It was highlighted that there is a need to do more around career trajectory as well as recruitment and retention, and, to look at capacity in addition to capability;
- There is also a challenge around encouraging younger GPs into the out-of-hours service as currently the majority of the cover is provided by older GPs nearing retirement. GPs undergoing their specialist postgraduate training should receive increased exposure to high quality training in Out of Hours (OOH) services. After completion of training, GPs should be encouraged, enabled and supported to participate in the delivery of OOH services to meet the health care needs of the Scottish people;
- Other recommendations include the use of multi-disciplinary teams delivering services with strong leadership provided by the most appropriate professional, in relation to local circumstances and requirements. The Advanced Nurse Practitioners have a significant and growing contribution to make in delivering sustainable and consistently high quality OOH care;
- Recommendations have been provided which support greater prominence for community pharmacies for urgent care both in daytime and OOH services;
- Health and Social Care Partnerships and Integrated Joint Boards (IJBs) will be required to provide strong leadership for OOH and urgent care services going forward;
- There is a recommendation for the Scottish Ambulance Service and NHS24 to work more closely together in co-ordinating urgent care requirements;
- There is also recommendations around better use being made of NHS and other emergency services assets;
- Staffside colleagues advised to consult with the Trade Unions and Professional Organisations if using other emergency services within the Health and Social Care environment;
- SPF also discussed the merits of co-location vs co-working. It was pointed out that there have been good examples of co-working without having to co-locate. Staffside highlighted that NHSScotland must ensure maximisation of the workforce without presenting more challenges to staff i.e. lowest paid workers having to drive long distances to locations with no bus services.

Outcome: SPF members noted the update paper and had a full and frank discussion.

Action: Scottish Government to cascade the national review of Primary Care Out of Hours service power-point slides to SPF members. **Completed**

Agenda Item 5 – Development of a Joint Staff Forum for West Dunbartonshire Health and Social Care Partnership (HSCP)

Serena Barnatt presented an update on the Development of a Joint Staff Forum for West Dunbartonshire HSCP. During the update and subsequent discussion the following points were covered:

- The presentation shared the experience of establishing a Joint Staff Forum for West Dunbartonshire HSCP;
- The West Dunbartonshire HSCP Joint Staff Forum Constitution document was circulated to members in advance of the meeting;
- The forum is founded on the principle that staff and trade unions are involved at an early stage in decisions which affect them;
- Service managers have authority to make decisions about how services can operate more effectively to improve patient care for both NHS and Social Care Services within the Community Health and Care Partnership;
- SPF members explored why the West Dunbartonshire HSCP model worked so well compared to some other HSCPs. This included: Individual personalities making the relationships work; the agreed constitution document does not impose one way of working but recognises both systems e.g. Staff Governance Standard for NHS employees and the Scottish Joint Council's Guiding Principles for LA employees;
- It was highlighted that there are still challenges for NHS and LA trade unions working together in some HSCPs e.g. cultural issues and the differing interpretations of partnership working;
- SPF members agreed that the West Dunbartonshire Constitution document contained some useful terms of reference that could be adopted by other HSCPs;
- A suggestion was made that SPF may wish to revisit the 'Joint Principles' paper from last year with a view to adopting some of the good practices included in the West Dunbartonshire Constitution across the Health and Social Care Community in Scotland;
- A suggestion was made that SPF may wish to do some work around the language being used e.g. Partnership Working being interpreted differently by NHS and LA;
- It was suggested that the NHS Event would be a good opportunity to highlight what is working well in HSCPs.

Outcome: SPF Members noted the update and were fully supportive of the work in West Dunbartonshire HSCP.

Action: Scottish Government to cascade the Development of a Joint Staff Forum for West Dunbartonshire Health and Social Care Partnership power-point slides to SPF members.

Completed

Agenda Item 6 – Fair Work Convention (FWC)

A paper was circulated to members in advance of the meeting. Lilian Macer led a discussion based on the paper. During the discussion the following points were covered:

- In response to the fair work agenda and the 'Working Together' report, the FWC was established in April 2015;
- The Working Together report recognises the importance of engaging with Trade Unions;
- The FWC membership is drawn equally from employers and unions, representing a broad range of interests. Lilian Macer (Co-Chair of SPF) is a member representing Unison;
- The FWC is the independent body established to develop a clear blueprint for fair work practices in Scotland. The convention will drive forward the fair work agenda by producing a 'Fair Work Framework' by the end of March 2016;
- The FWC has engaged with around 150 Stakeholders and are keen to engage as wide as possible in the Care Sector;
- It was highlighted that the Framework is the start of the process not the end point and once the blueprint is established the FWC intend to do a deeper dive into employment practice;
- SPF members had a very helpful debate around current employment practices in NHSScotland, including: The social responsibility of the Board as an employer; providing opportunities to people with disabilities via 'Project Search' and 'Graduate Disability' programmes; employing people with convictions; the Scottish Governments Public Sector Pay Policy with regards to rate of pay for Modern Apprentices in training; and, the need to challenge behaviours that are not acceptable in NHSScotland;
- The Scottish Government advised that they are keen for the fair work agenda to be progressed within all Boards and welcomed feedback from SPF members to allow this work to be progressed rather than wait for the blueprint to be published.

Outcome: SPF Members strongly endorsed the work of the FWC and agreed that NHSScotland should position themselves as an exemplary employer in the context of fair work.

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Retirement of Patricia McNally

The Chair acknowledged that this was Patricia McNally's last meeting before she retires and thanked her for her contribution and support to SPF and to Partnership Working across NHSScotland.

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