



SPF

SCOTTISH PARTNERSHIP FORUM

Friday 13 February 2015
Conference Room 4ER, St Andrews House, Regent Rd, Edinburgh.

Minute

Present:

Alan Boyter – Director of HR and Organisational Development, NHS Lothian
Wilma Brown - Unison
Calum Campbell – Chief Executive NHS Lanarkshire **(Chair)**
Gavin Fergie – UNITE
Theresa Fyffe – Director, Royal College of Nursing
Aileen Keel – Deputy Chief Medical Officer, Scottish Government
Derek Lindsay – Director of Finance, NHS Ayrshire & Arran
Stuart McLauchlan – Royal College of Nursing
Matt McLaughlin – UNISON
Patricia McNally – Chartered Society of Physiotherapy
Lilian Macer – Unison
John Matheson – Director of Health Finance, Scottish Government
Shirley Rogers – Deputy Director, Workforce, Scottish Government
Jacqui Simpson – South East and Tayside Regional Planning Group
Gillian Smith – Royal College of Midwives
Malcolm Summers – Scottish Government

In attendance:

Ian Finlay – Scottish Government
Jane Davidson – NHS Borders
Janice Lennen – Scottish Government **(Minute)**
Lorimer Mackenzie – Scottish Government
Mairi MacPherson – Scottish Government
Robyn McCormack – Scottish Government **(Minute)**
Mairi Murray – NHS Western Isles
Craig White – Scottish Government
Katie Wilkie – NHS Lothian (Chartered Society of Physiotherapy)

Apologies:

John Callaghan – Society of Chiropractors and Podiatrists
John Connaghan – Director of Health Workforce and Performance, Scottish Government
Sharon Duncan - Unite



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Paul Gray - Director General of Health and Social Care
Jane Hamilton – Head of Staff Governance and Employee Experience Unit, Scottish Government
Geoff Huggins – Acting Director of Health and Social Care Integration, Scottish Government
Michael Kellet – Policy Director, Scottish Government
Rona King – Director of HR, NHS Fife
Alex McLuckie – GMB Scotland
Robin McNaught – Finance and Performance Management Director, The State Hospitals Board for Scotland
Fiona McQueen – Chief Nursing Officer, Scottish Government
Andrew Russell – NHS Tayside
Jill Vickerman – British Medical Association
Sally Winning – British Medical Association

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 today was quorate.

Agenda Item 2 – Minutes and summary of action points of meeting held on 7 October 2015 and matters arising

The minute of the previous meeting held on 7 October 2015 was agreed as accurate.

Progress on the action points were agreed and noted.

Agenda Item 3 – Financial Position of NHSScotland

John Matheson gave a presentation on the financial position of NHSScotland outlining the performance of Boards in 2014-15 and the finalised budget for 2015-16. During the presentation and subsequent discussion the following points were made:

- Financial position to the end of December 2014 against Local Delivery Plan trajectories shows NHSScotland is currently behind planned trajectory; A recent package of financial help has been put in place but despite this, there remain a small number of Boards at risk of not achieving a balanced position for 2014 -15;
- The budget for 2015-16 has increased by £312 million including additional funding announced in the Autumn budget by Westminster; This includes funding to support Boards movement to within 1% of National Resource Allocation Committee (NRAC) funding parity based on the current formula (detailed amounts included in the presentation);

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- Although the Health budget has increased, it was acknowledged that Boards will still continue to be challenged to achieve a balanced position in future years due to inflation costs for new drugs and new technology, increase to pay costs and employer superannuation & National Insurance contribution costs. It was noted that the fiscal tightness, across both resource & capital, is expected to last until at least 2020; both the employer-side and staffside members of SPF expressed various concerns with the financial position of NHSScotland going forward. During the discussion concern was expressed from national staffside that they were not involved in the 'guiding coalition'. The employer and staffside co-chairs volunteered to discuss SPF concerns with the Chief Executive of NHSScotland. It was suggested to present evidence based concerns;
- SPF Members thoroughly explored issues around the financial challenges for Boards. They agreed that there are still lessons that could be learned and good practices that can be shared around Boards in order to meet efficiency savings e.g. finding solutions to delayed discharge issues will help other pressures and the basic principle of 'Doing it Once for Scotland'.

Outcome: SPF Members noted the update and welcomed the opportunity to have a full and frank discussion

Agenda Item 4 – 2020 Strategy Refresh/National Clinical Strategy/Sustainable Workforce

2020 Strategy Refresh

Mairi MacPherson presented an update on the 2020 strategy refresh. During the presentation the following points were made:

- On 22 January 2015, the Cabinet Secretary for Health, Wellbeing and Sport announced her intention to develop a longer-term 10 – 15 year plan for NHSScotland that builds on but takes us beyond the 2020 vision;
- There will be a wide consultation exercise carried out over the Spring/Summer 2015 and as a result of this there will be some broad themes emerging in the autumn to shape the way forward for the Scottish Health Service; SPF members are invited to take part in this consultation.

National Clinical Strategy

Aileen Keel presented an update on the National Clinical Strategy. During the presentation the following points were made:

- If we are to develop an NHS fit for the 21st Century, the service needs to change radically and be delivered in different and innovative ways. We need to respond to changing population and workforce demographics, new technologies, interventions and new medicines; The current workforce is pressured and over stretched and we have gaps in some areas where it is difficult to recruit staff;

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- A National Clinical Strategy is being developed, which will govern all clinical workers; The strategy is being driven by quality to secure better outcomes for patients and guided by evidence; This piece of work is supported by the 2020 narrative refresh;
- A national clinical strategy work-stream group has been set up. They are currently looking at the underlying principles and developing effective communications around this strategy. Others will be involved to draw up the strategy and SPF members will be involved with this work in due course; a broad outline is expected by late summer.

Sustainable Workforce

Ian Finlay presented an update on the Sustainable Workforce. During the presentation and subsequent discussion the following points were made:

- The workforce is critical to delivering the Vision for Health and Social Care in the 21st century; We need to develop health and social care systems to meet the significant demographic and financial challenges faced by our health and social care services;
- In developing a programme to deliver the Sustainability and Seven Day Services, it is important to focus not just on hospital care but on the whole patient pathway. The complex interdependencies of the healthcare system mean pressure on one part of the system impacts on another, so designing services that are sustainable is crucial;
- The Sustainability and Seven Day Services taskforce is currently identifying the optimal service models for services and identify what is needed to deliver that service, including the workforce implications;
- One model currently being discussed for possible introduction by mid 21st Century is the Community Hub/Hospital model delivering home and hospital services such as home nursing, pharmacy, out-patient clinics, investigation capacity, medical and rehabilitation beds (full services covered in the presentation) and separate Hospitals delivering acute services. In order to deliver such services doctors will need to be able to work between primary and secondary care and medical training will need to reflect this new way of working e.g. GP training will need to be enhanced; A UK Steering group has been set up to look at shaping medical training;
- SPF members acknowledged that in some parts of Scotland, similar models to these suggestions were in operation but raised concerns about rolling this out across NHSScotland as a whole. In particular they were concerned about what this would mean for Accident and Emergency Departments and the Ambulance Service and the implications for these workforce groups; SPF members pointed out the importance of engaging early with the workforce about changes to the NHS delivery model.

Outcome: SPF Members noted the 3 updates and would appreciate information papers at some point.

Agenda Item 5 – Quality and Patient Safety Issues

Professor Craig White presented an update on recent Quality and Patient Safety developments within NHSScotland. During the presentation and subsequent discussion the following points were made:

- Recent investigations carried out by Healthcare Improvement Scotland (HIS) into NHS Ayrshire and Arran, Grampian and Lanarkshire suggest that Governance, Engagement, Leadership and Culture are common factors underpinning the required system improvements;
- Strong governance will ensure that incidents and service failures are identified, and appropriate action and improvement plans are put in place whilst ensuring that patient and staff confidentiality are not compromised; the Scottish Government is working with Boards to ensure they have clear, transparent and robust local arrangements that demonstrates good governance. That these governance arrangements ensure that Boards engage with public and staff through sharing of measures and information about the quality and safety of care and that leadership actions are clearly focussed;
- The Vale of Leven Hospital Inquiry report recommendations are designed to encapsulate a concept of patient care that includes skilled and considerate medical and nursing care, transparency, candour, effective infection prevention systems and strong dedicated leadership;
- The Scottish Government has been consulting with health organisations on proposals to introduce a statutory duty of candour, which will require Boards to be open with patients and carers who are affected by a patient safety incident. The consultation responses have been analysed and the Scottish Government is beginning to think about amendments to current policies. A reference group has been established to consider themes from the consultation and discuss the details of supporting guidance; Early thoughts are that there will be an exemption from disciplinary action for those reporting adverse events or medical errors and that more work needs to be done to clearly define the definition of harm within the 'Duty of Candour';
- The Scottish Government has also been consulting on proposals to create an offence of wilful neglect/ill-treatment which would cover the wilful neglect or ill-treatment of those in any type of health or social care (private or NHS) regardless of their mental capacity or mental illness; Analysis of the consultation responses is now underway and the Scottish Government will publish its report on the responses by Easter 2015.

Outcome: SPF noted update and invited Craig to return to consult with them further when the Quality of Care Model is reviewed in the future.

Agenda item 6 – SPF Moving Forward

A paper was circulated to SPF members in advance of the meeting. SPF members discussed the points raised in the paper as follows:

- Members agreed that this will be a good opportunity to develop and agree a set of principles with social care colleagues; a key message was co-production to ensure buy-in from all parties; It was pointed out that work was also being taken forward across the public sector to develop the Fair Work Convention as a result of the Working Together Review report;
- It was pointed out that the HR working group had employer and staff side representatives from health and social care and had had discussions on partnership working moving forward ;
- It was agreed that members of SPF Secretariat and HR working group would participate in the initial discussion with COSLA and local government employers and staffside.

Outcome: SPF Members noted the update and suggested way forward.

Action: Theresa Fyffe to share RCN paper on Partnership Working Principles with SPF members;

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Malcolm Summers informed SPF of the recent Freedom to Speak Up Review and advised members that he would circulate a brief summary paper to this review so members were aware.

The paper for information on 'Employer Led Regulations for Support Workers and others' to be discussed further with author at the next SPF Secretariat meeting in April 2015.

Action: Scottish Government to circulate all Power Points presentations from the meeting;

Action: Scottish Government to circulate a brief summary paper to 'Freedom to Speak Up Review' report;

Action: Scottish Government to invite Nigel Robinson to discuss 'Employer-Led Regulations for Support Workers and others' to the SWAG Secretariat meeting in April 2015.

Close

Date of Next Meeting 9 June 2015 (14.00 – 16.30) in Conference Room 1, Victoria Quay, Commercial Street, Edinburgh