

SCOTTISH PARTNERSHIP FORUM

Monday 16 November 2015
Conference Room 4ER, St Andrews House, Edinburgh.

Minute

Present:

Peter Bennie **(attending on behalf of Sally Winning)** – British Medical Association
Alan Boyter – Director of HR and Organisational Development, NHS Lothian
Calum Campbell – Chief Executive NHS Lanarkshire
Theresa Fyffe – Director, Royal College of Nursing
Alistair Grant – Royal College of Nursing
Geoff Huggins – Acting Director for Health and Social Care Integration, Scottish Government
Rona King – Director of HR, NHS Fife
Karen Leonard **(attending on behalf of Alex McLuckie)** – GMB Scotland
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 **(By Teleconference)**
Shirley Rogers – Director for Health Workforce, Scottish Government
Jacqui Simpson – South East and Tayside Regional Planning Group
Gillian Smith – Royal College of Midwives
Malcolm Summers – Head of Workforce Practice, Scottish Government
Ricky Verrall **(attending on behalf of Michael Kellet)** – Head, Creating a Healthier Scotland, Healthcare Strategy Directorate, Scottish Government
Jill Vickerman – British Medical Association

In attendance:

Shona Robison, MSP – Cabinet Secretary for Health, Wellbeing & Sport
Anna Gilbert – Scottish Government
Catriona Hetherington – Scottish Government
Grant Hughes – Scottish Government
Craig Lean – NHS Ayrshire & Arran
Janice Lennen – Scottish Government **(Minute)**
Robyn McCormack – Scottish Government **(Minute)**
Billy McKenzie – Scottish Government
Christine McLaughlin – Scottish Government
Susan Russell – Scottish Government



SPF

Apologies:

Catherine Calderwood – CMO, Scottish Government
John Callaghan – Society of Chiropractors and Podiatrists
John Connaghan – NHSScotland Chief Operating Officer, Scottish Government
Sharon Duncan – Unite
Gavin Fergie – Unite
Paul Gray - Director General of Health and Social Care
Michael Kellet (**represented by Ricky Verrall**) – Director of Healthcare Strategy, Scottish Government
Derek Lindsay – Director of Finance, NHS Ayrshire & Arran
Frances Lyall – Unison
Dorothy McErlean – Society of Chiropractors and Podiatrists
Stuart McLaughlan – Royal College of Nursing
Matt McLaughlin – UNISON
Alex McLuckie (**represented by Karen Leonard**) – GMB Scotland
John Matheson – Director of Health Finance, Scottish Government
Claire Ronald – Chartered Society of Physiotherapy
Andrew Russell – NHS Tayside
Sally Winning (**represented by Peter Bennie**) – 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 9 June 2015 and matters arising

The minute of the previous meeting held on 9 June 2015 was agreed as accurate.

Progress on the action points were noted.

Malcolm Summers provided an update on SPF moving forward as follows:

- At the June SPF meeting it was recognised that the priority was to ensure that a protective space remained to discuss existing NHSScotland partnership business, whilst having a mechanism to engage social care partners on matters of mutual interest;
- A dedicated SPF Secretariat discussion was held in October 2015, where it was recognised that work was ongoing and a potential way forward was for the Scottish Government and COSLA to form a narrative setting out how both parties would work together constructively in the emerging health and social care landscape;

- It was recognised by SPF Secretariat that this would be a starting point given the need to involve other representative bodies such as Scottish Local Government Partnership and the voluntary and independent sector;
- A further update will be provided to a future SPF Secretariat meeting for their consideration.

Agenda Item 3 – Financial Position of NHSScotland

Christine McLaughlin gave a presentation on the financial position of NHSScotland outlining the performance of Boards during 2015-16 compared to 2014/15. During the presentation and subsequent discussion the following points were made:

- All Boards except one, continue to forecast a breakeven position for year ending 31 March 2016;
- The financial position to the end of September 2015 against Local Delivery Plan trajectories shows NHSScotland is behind planned trajectory. It was pointed out that Boards tend to deliver savings and return to trajectory later in the year, however, the current position is further behind than the same period last year. Boards are indicating a greater reliance on non-recurring efficiencies to breakeven;
- Six territorial boards are currently in an escalated position in relation to financial performance;
- SPF members agreed that operating within the current financial budget has been a challenge for Boards this year. The cost of drugs and staffing costs for Locums and Agency staff is costing more than originally planned.
- SPF members acknowledged that if Boards are unable to make the 2015/16 efficiency savings then this will impact on the financial position next year;
- SPF members thoroughly explored the financial issues including, staffing new elective centres meeting performance targets; the environmental challenges ahead; filling of current vacancies; and workforce planning issues;
- It was acknowledged that there is a place for interim staffing but concerns were expressed that there is an overreliance on locum and agency staff.
- The Audit Scotland Overview Report commended NHSScotland in managing its 2014/15 spending but also acknowledged that boards are finding it increasingly difficult to meet national performance targets while remaining within their annual budget;
- Boards have been asked to plan for 2016/17 based on the assumption that there will be an uplift to cover inflation and that they will be required to make efficiency savings of between 3% – 5% based on current planning assumptions;
- The 2016/17 UK Spending Review will be announced on 25 November 2015 and this will confirm the total settlement for Scotland. The Scottish Government aims to publish its 2016/17 draft spending budget on 16 December 2015.

Outcome: SPF noted the update.

Action: Scottish Government to cascade the NHSScotland Financial Position power-point presentation around SPF members. **Completed**

Agenda Item 4 – Workforce Planning

Grant Hughes and Craig Lean provided an update on NHSScotland Workforce Planning. A paper was circulated in advance of the meeting. During the update and subsequent discussion the following points were made:

- A paper was circulated to members in advance of the meeting covering a general update on NHSScotland Workforce Planning, future forecast requirement, risks and mitigation and Senior Medical staff vacancies and temporary contracts;
- SPF members welcomed the paper and noted the quality of data that it covered;
- It was pointed out that paragraph 6 to 8 provides key information on actions agreed to improve NHS workforce planning with tangible outcomes anticipated to be delivered within 2015/16 financial year;
- 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 which reflect service redesign.
- The 6 high impact actions referred to in paragraphs 6 and 7 of the paper are progressing and will contribute to mitigating risks;
- Grant Hughes agreed to provide further information on Allied Health Professionals (AHP) to Patricia McNally;
- A short life working group is currently looking at how vacancies are accounted for across NHSScotland. This will allow Boards to factor improved information into their workforce planning process. The group is planning to make recommendations on this to Board HR Directors in November 2015;
- SPF members thoroughly explored issues relating to workforce planning such as nurses and midwives retiring to avoid revalidation, unfilled vacancy rates, keeping the service running when there are difficulties recruiting in certain areas (e.g. Senior Charge Nurses and Health Support Workers); encouraging people into the service through pay, pensions and progression opportunities and overcoming workforce planning difficulties in Integrated Joint Boards (IJBs).
- It was highlighted that sometimes the solution to workforce shortages can be found across Boards, rather than within a specific Board, and solutions may be sought by looking across the workforce not just in the professional settings;.

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

Action: Grant Hughes to provide further information on Allied Health Professionals (AHP) to Patricia McNally. **Completed**

Agenda Item 5 – Update from the Cabinet Secretary for Health, Wellbeing and Sport

The Cabinet Secretary for Health, Wellbeing and Sport and Ricky Verrall (Scottish Government) jointly present on the National Conversation. During the discussion the following points were covered:

- The national conversation will go beyond 2020 and build a consensual view on what the service should look like in 15 years;
- The Cabinet Secretary wants to engage the public more widely using face to face engagement and also by using the internet and social media;
- The Cabinet Secretary is also very keen to engage with the workforce and Staffside representatives;
- The first phase will establish some important principles for future change and one early priority is to test the views on Primary Care;
- The next phase will look at new models of care including the integration of Primary and Secondary Care. This will involve ensuring the workforce has the right skills and possibly involve new roles. Recruitment and retention is also an important consideration going forward;
- Themes emerging from existing conversations include:
 - Person Centred – embed human rights into care;
 - Younger people - offering them a stronger voice. Issues emerging regarding affordable access to leisure facilities/outdoor sport; the dangers of alcohol and drugs; and, the introduction of healthier school meals;
 - Shifting the balance of care - seeing more interface between primary and secondary care and joining up Public Health services;
 - Mental Health – removing stigma, and understanding link between mental and physical health;
 - Staff experience – staff wanting to be empowered and providing staff with the time to engage and express their views. There will be more opportunities for staff to engage as we develop policies and move forward. Focus on staff as well as patients and service users. Taking a person centred approach to changing behaviours and cultures.
- The Cabinet Secretary suggested that staffside may wish to facilitate events for staff to encourage dignity at work issues to be voiced. Facilitation packs are available to assist with the running of events;
- All agreed that it is crucial for the public to understand the financial constraints facing our health service and the reasons why we need to make changes. The Cabinet Secretary stressed that the National Conversation would provide no exact solution but would require collaboration from all Stakeholders to formulate a long term plan. The National Clinical Strategy (NCS) will tease out the challenges of delivering sustainable services in a safe way and will talk about patient outcomes.
- SPF members indicated that they are keen to engage on the NCS. Staffside members in particular are disappointed that they have not seen any papers covering this important work



SPF

although they have had a verbal update at a previous meeting and are expecting to discuss the NCS at their February 2016 meeting. The Cabinet Secretary reassured SPF that they will have the opportunity to engage. The Scottish Government agreed to provide an update paper for discussion at the February 2016 SPF meeting.

Outcome: SPF Members had a full and frank discussion with the Cabinet Secretary for Health, Wellbeing and Sport.

Action: Scottish Government to provide an update paper on NCS to inform discussion at the February 2016 SPF meeting.

AOB

- SPF members were content with the papers for information. Staffside members to decide if they want representation on the NHS Complaints Handling Procedure steering group which was discussed in the review of NHS Complaints procedure paper.

Action: Lilian Macer to discuss with national staffside members if they want representation on the NHS Complaints Handling Procedure steering group.

Date of Next Meeting: 3 February 2016 (14.00 – 16.30) in Conference Room 4ER, St Andrews House, Regent Road, Edinburgh