



SPF

**Scottish Partnership Forum Secretariat
29 September 2016
Conference Room GR.09, St Andrews House, Edinburgh
Minute**

Present:

Calum Campbell – NHS Lanarkshire **(By Teleconference)**
Theresa Fyffe – Royal College of Nursing
Lilian Macer – UNISON **(Chair)**
Shirley Rogers – Scottish Government
Malcolm Summers – Scottish Government

In attendance:

Anna Gilbert – Scottish Government
Grant Hughes – Scottish Government
Janice Lennen – Scottish Government **(Minute)**
Susan Russell- Scottish Government

Apologies:

Lilian Macer – UNISON
Rona King - NHS Fife

Agenda Item 1 – Welcome, introductions and apologies

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

Agenda Item 2 – Minutes and summary of action points of meeting held on 31 March 2016.

The minute of the meeting and summary of action points were agreed as an accurate record.

Agenda item 3 – Workforce Planning

Grant Hughes presented an update on Workforce Planning and during the update and subsequent discussion the following points were covered:

- One of the recent Health Manifesto commitments set out the intention to introduce national and regional workforce plans across the NHS in Scotland. However, because effective workforce planning is also essential to the manifesto commitment to shift the balance of care, there is a case for a National Healthcare Workforce Plan for Scotland. This plan would make coherent workforce planning links with national and regional activity, and integrate with developments in the following areas:
 - Public Sector reform which will allow Boards, Local Government and IJBs to collaboratively deliver the health care system that Scotland now needs;
 - SG Manifesto commitments on healthcare;
 - National Clinical Strategy objectives and direction of travel;
 - Cancer Strategy;
 - GPs and Primary Care Transformation;
 - Developing plans for Elective Centres;
 - Recommendations on workforce planning from Audit Scotland; and
 - Approaches and methodologies in use elsewhere which encourage services delivered by multi-disciplinary teams.
- The National Healthcare Workforce Plan would take into account all aspects of healthcare experienced by Scotland's people. To achieve this we need to ensure that workforce planning methodology and language is consistent across NHSScotland and other healthcare services;
- There is a need to produce better intelligence for Boards and Scottish Government going forward by using a triangulation of Service Planning, Workforce Planning and Financial Planning;
- The work around national and regional plans will compliment and improve services across the NHS and beyond. The plan will also link in with local health boards and IJB plans so they take fuller account of and complement each other;
- The Scottish Government is seeking early views from internal and external stakeholders and preparing draft proposals for a regional and national workforce planning system. In the period after Christmas, the Scottish Government will consult fully (and probably more formally) with stakeholders and partners.

Outcome: SPF Secretariat noted the update and agreed that a further discussion should be held at the SPF meeting in October 2016.

Action: Scottish Government to invite Grant Hughes to the October 2016 SPF meeting to discuss Workforce Planning.

Agenda Item 4 – Partnership Working

Malcolm Summers asked members to consider if there is a need to re-invigorate the Partnership Working Arrangements in NHSScotland. During discussion the following points were covered:

- The Nottingham report was 5 years ago, whilst much had been achieved there were still challenges, such as the NHS Tayside industrial dispute;
- Some other Boards have also experienced difficulties with Partnership Working over the last few months and members considered if there is an cultural or learning and development issue and why Boards are not resolving issues locally;
- It was acknowledged that there have also been some inter union tensions recently;
- There was discussion about the appropriate role of SPF in supporting health boards who have challenges in relation to partnership working partnership arrangements.
- The need to provide learning and development opportunities for new members joining Partnership Groups was highlighted;
- Members agreed that in the current climate of change and challenges ahead then there is a need to strengthen Partnership Working and SPF should set the example and be Champions of Partnership Working;
- A suggestion was made to change the language around Partnership Working as this is interpreted differently across the Healthcare sector – possibly align this with ‘Fair Work’;
- A Partnership Conference was suggested and received a mixed response from members;
- Another suggestion was to mainstream some themes at the NHS Event in 2017 – again this received mixed responses;
- Further thought will be given to this topic going forward.

Outcome: Members had a full and frank discussion and it was agreed that a paper would be developed exploring these issues and suggestions in more detail.



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Agenda Item 5 – Review of SPF held on 9 June 2016

The Chair led a discussion on the key issues and action points from the SPF meeting held on 9 June 2016.

- Members agreed that overall this had been a good meeting with lots of discussion;
- There remains a clear commitment in Health to continue with Staff Governance and Partnership Working arrangements;

Outcome: SPF Secretariat members thoroughly discussed and reviewed the June 2016 SPF meeting and agreed that all action points had been allocated correctly.

Agenda Item 6 - SPF agenda setting for the 27 October 2016 meeting

The following agenda items were agreed:

- Review of Health and Social Care Indicators
- National Clinical Strategy
- Workforce Planning
- Realistic Medicine Costs
- Financial Position of NHSScotland
- Paper on Everyone Matters Implementation plan 2017/18

Outcome - SPF agenda agreed for the meeting due to be held on 27 October 2016.

There was no other business raised.

Next SPF Secretariat meeting: 1 December 2016, 14.00 – 15.30. Conference Room D & E, St Andrews House, Edinburgh.