

**Scottish Partnership Forum Secretariat  
31 March 2016  
Conference Room A, St Andrews House, Edinburgh  
Minute**

**Present:**

Calum Campbell – NHS Lanarkshire (**Chair**)  
Theresa Fyffe – Royal College of Nursing  
Rona King - NHS Fife (**By Teleconference**)  
Shirley Rogers – Scottish Government  
Malcolm Summers – Scottish Government

**In attendance:**

Gavin Gray – Scottish Government  
Fiona Hodgkiss – Scottish Government  
Janice Lennen – Scottish Government (**Minute**)  
Debbie McCall – Scottish Government

**Apologies:**

Lilian Macer – UNISON

**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 8 December 2015.**

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

**Agenda item 3 – Trade Union Bill**

Gavin Gray and Debbie McCall jointly presented an update on the Trade Union Bill. During the presentation and subsequent discussion the following points were made:

- In July 2015 the UK Government tabled its Trade Union Bill which will directly impact on the ability of Unions to carry out their duties. The Trade Union Bill measures include:

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- The imposition of restrictive ballot thresholds including (under clause 2) a 50% turnout requirement for industrial action ballots and a majority vote in favour of action. An additional 40% minimum support (under clause 3) for industrial action for important public services such as health services;
  - The abolition of check-off and the restriction of facility time in the public sector (clauses 12 – 14);
  - The compulsory notification of the form of Industrial action to be taken with dates (including social media plans);
  - Restrictions on political funds, reducing the time-limits on mandates to take industrial action, and
  - The removal of the ban on agency workers during strikes.
- There is clear and widespread opposition to this legislation in Scotland and many viewed the legislation as impacting on devolved competence;
  - The Scottish Government do not believe that the UK Trade Union Bill will bring any benefit to the people of Scotland and instead, will have a negative impact on Scottish public authorities, trade unions and the delivery of public services in Scotland;
  - There is no evidence that a Bill of this nature is required in Scotland as we have the lowest number of days lost to industrial disputes of all of the UK nations and we have seen 84% decrease in industrial action in Scotland since 2007;
  - If enacted as it is the Bill has the potential to destabilise NHSScotland Partnership Working arrangements and by restricting facilities time, this may limit the Scottish Government's ability to work effectively with trade unions on a range of issues if capacity was restricted;
  - A solution would be for the UK Government to devolve industrial relations to the Scottish Parliament or remove Scotland from the territorial extent of the Bill;
  - SPF Secretariat members discussed that although Employment and Industrial Relations are reserved to Westminster, the provision of health services in Scotland is devolved, and Staff Governance, is reinforced by the legislative underpinning of the NHS Reform (Scotland) Act 2004, depending on the final composition of the Bill, there may therefore be further legal aspects to consider;
  - It was noted that the SPF should consider a mitigation strategy for the proposals in the Bill relating to partnership working, though it was recognised that this work would be influenced by the final wording within the Bill given aspects were still subject to change.

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

**Action:** SPF to give further consideration to the Trade Union Bill including potential mitigations relating to the final proposals within the Trade Union Bill to protect the partnership working.

#### Agenda Item 4 – Buurtzorg Model of Care

A paper was circulated to members in advance of the meeting proposing testing of Buurtzorg principles in Scotland. Fiona Hodgkiss led a discussion based on this paper and during the discussion the following points were raised.

- The paper outlined plans to test the core principles of Buurtzorg in the Scottish context. The intention is to have 6 – 8 outcome focussed small scale tests in a mixture of rural and urban locations;
- SPF agreed their role is around mitigating risks to the workforce and pointed out that as this model may be resource intensive, particularly as it is a 24 hour model, that further work is necessary with regard to workforce planning and understanding anticipated workforce outcomes;
- It was explained that the resource intensiveness of the model would be part of the learning from the testing of the model;
- SPF Secretariat members directed that further thought should be given to the number of nurses needed to test this model and the other projects being taken forward, such as Family Nurse Partnerships and the new Named Person Scheme in Scotland and how this impacts the current workforce, in particular NHSScotland Health Visitors;
- SPF Secretariat members also queried whether there was a way to consistently evaluate these projects so they could be compared and contrasted in a meaningful way and used to evidence how NHSScotland could deliver sustainable models in the most cost effective way. Members agreed that this should be the focus going forward mapping back to workforce planning and education.

**Outcome:** SPF asked Fiona to link in with the work of the Transformational Change Board, the Sustainability, Seven Day Services Taskforce, and Primary Care work to map intended outcomes for each programme and consider consistent evaluation of these projects which also takes account of desired SPF outcomes.

#### Agenda Item 5 – Review of SPF held on 3 February 2016

The Chair led a discussion on the key issues and action points from the SPF meeting held on 3 February 2016.

- Members agreed that overall this had been a good meeting with lots of discussion, but noted that there had been disappointment expressed by Staffside during the National Clinical Strategy (NCS) session regarding the

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lack of engagement. The NCS team agreed to hold a special event for SPF to engage further;

- Clearly there is much transformational change happening in Health at the moment and the pace and timeframe of these changes may increase with a newly elected Government in May 2016.
- SPF is keen to keep pace with the changes and to also accommodate change;
- Both SPF and the Scottish Government policy leaders need to be clear on areas for engagement with SPF and in turn SPF need to be clear on the outcomes they want to achieve from that engagement. **(There was an action point at the meeting held on 3 June 2016 for the Co-Chairs to discuss these issues);**
- There remains a clear commitment in Health to continue with Staff Governance and Partnership Working arrangements;
- The Scottish Government and SPF intend to challenge some of the measures in the Trade Union Bill;
- The Trade Union Bill will be discussed further at the next SPF and it is SPF's intention to continue to work with trade unions in a positive way rather than that which is outlined in the Trade Union Bill;
- Regarding Integration Joint Boards (IJBs), SPF Secretariat noted that the Chief Officers are responsible for planning and commissioning service delivery (of the services delegated to them) however, it should be noted that NHS Chief Executives retain overall responsibility for clinical, financial and staff governance and this includes the employment and governance related issues of Health staff working in IJBs (not the Chief Officers) and to this end these staff will still be covered by the Staff Governance Standard.

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



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### **Agenda Item 6 - SPF agenda setting for the 2 June 2016 meeting**

The cover sheet for this item was circulated in advance of the meeting, highlighting potential agenda items:

The following agenda items were agreed:

- Trade Union Bill;
- Workforce Planning (Workforce Observatory);
- Financial Position of NHSScotland;
- Education Framework
- Paper – Whistleblowing Update

**Outcome** - SPF agenda agreed for the meeting due to be held on 2 June 2016.

### **AOB**

There was no other business raised.

**Next SPF Secretariat meeting: 16 August 2016, 10.00 – 11.00. Conference Room B, St Andrews House, Edinburgh.**