



**SCOTTISH PARTNERSHIP FORUM - Secretariat**  
**Thursday 14<sup>th</sup> January 2021**  
**MS Teams**  
**Minutes**

**Present:**

Name	Organisation
Victoria Bowman	Deputy Director, Health and Social Care Workforce Pay, Practice and Engagement, Scottish Government
Caroline Cooksey	Director of HR, NHS Dumfries & Galloway
Anna Gilbert	Head of Workforce Practice Unit, Scottish Government
Pauline Howie - <b>(Chair)</b>	Chief Executive, Scottish Ambulance Service
Lilian Macer	Unison

**In attendance:**

Nafees Ahmad	Scottish Government
Jane Hamilton	Scottish Government
John Malone <b>(Secretariat)</b>	Scottish Government
Daniel MacDonald	Scottish Government
Cat McMeeken	Scottish Government
Jennifer Nye	Scottish Government
Suzanne Thomas	Scottish Government

**Apologies:**

Norman Provan	Royal College of Nursing
Gillian Russell	Director of Health Workforce Leadership and service reform, Scottish Government

**Agenda Item 1 – Welcome, introductions and apologies**

The Chair welcomed everyone to the meeting and noted the apologies. The Chair advised that the meeting was quorate.

**Agenda Item 2 – Minutes and summary of action points of meeting held on 4<sup>th</sup> November 2020 and any matters arising.**

- The minutes of 4<sup>th</sup> November 2020 meeting were agreed as an accurate record.

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- There were no matters arising or action points to be picked up from the previous meeting.

### Agenda Item 3 – Long Covid

Nafees Ahmad provided an update to members on Long Covid. Key updates included:

- It was highlighted that most people recover quickly from Coronavirus however there is a significant group of people who are experiencing longer-term symptoms. Work is taking place to support those experiencing the longer physical and mental health impacts of Covid-19 and have therefore prioritised the following:
  - Development and implementation of the Framework for Recovery and Rehabilitation
  - Clinical guideline
  - Directly funding research in the longer-term effects of Covid-19

The Chair gave SPF members the opportunity to offer feedback and views.

- Members welcomed the update and welcomed the decision that staff who are self-isolating and those who are confirmed to have contracted Covid-19 would have their absence recorded as Special Leave. Absences in both cases will not count towards sickness absence triggers.
- Members requested that if any research reports are finalised, could they be shared with SPF Secretariat and this was acknowledged and may be shared with member.
- It was felt by members that the remit of aspects around of Long Covid, in terms of the workforce aspect, should be passed to SWAG to have a review of the appropriate evidence around the research. It was agreed that a briefing paper for SWAG highlighting the potential impact on the number of polices, what SPF are asking SWAG to undertake, what the outputs are around the service and likely timescales.

**Action: (1)** John Malone to circulate any Research reports with members. **(2)** John Malone to create briefing paper for SWAG.

**Outcome:** Members welcomed the update.



## Agenda Item 4 – Brexit update

Jane Hamilton was invited to provide an update on Brexit and implications. Key updates included:

- On the 24 December, EU and the United Kingdom reached agreement on the future trade and cooperation agreement. It covers 3 key areas for Health. 1) Reciprocal health care – agreement to continue for health care to those travelling into Europe. For those with EHIC, they can continue to access care in Europe, and new GHIC card being introduced. 2) Health Security – agreement to allow UK to get access to early warning systems for global health threats. 3) Mutual recognition of professional qualifications – the agreement provides a framework for future agreements, but does not put in place such an agreement. Further work will be required.
- Following the 1<sup>st</sup> January 2021, Scottish Government is seeing no major impact with leaving the EU so far. There are stockpiles of medicine and medical supplies. NHS NSS have confirmed they are also not seeing any impact on their delivery schedules etc. There is a possibility that some issues may arise in the coming weeks, as border and freight flows pick up. There may be interruptions in the availability of fresh fruit and vegetable, for example, if delays start to be experienced – but no signs yet..

The Chair gave SPF members the opportunity to offer feedback and views.

- Members welcomed the update. It was confirmed that the Scottish Government had taken steps to reduce risks to the delivery of healthcare, through stockpiling, including critical care acute medicines. At this moment there is no significant issues to worry about.

**Action:** John Malone to invite workforce planning to future SPF Committee meeting to discuss future planning following Brexit.

**Outcome:** Members welcomed the update.

## Agenda Item 5 – Wellbeing

Cat McMeeken provided an update on wellbeing, following the circulation of a paper to members prior to the meeting. Key updates included:

- The Minister for Mental Health wrote to Chief Executives and Chief Officers on 5<sup>th</sup> January emphasising the on-going need to promote both the physical and the psychological wellbeing of all staff whether they operate in a hospital or



community setting; and outlining this should include ensuring that staff are encouraged to take the rest and recuperation opportunities to which they are entitled and that they are provided with adequate and appropriate rest spaces in and out of hours.

- Evidence from past pandemics highlights the critical importance of work, in terms of protecting against long term psychological harm. Work is under way for practical support. There has been the appointment of the Workforce Whistleblowing Champions which emphasises the value of their close involvement in the development, implementation and monitoring of organisations' wellbeing plans, working in partnership with the appropriate staff governance committee.
- The launch of the National Wellbeing Hub – [www.promis.scot](http://www.promis.scot) and the National Wellbeing Helpline 0800 111 4191.

The Chair gave SPF members the opportunity to ask questions and offer feedback. The following points were raised:

- Members thanked Cat for the paper and update. It was highlighted that the Wellbeing Hub has been positive and note that the Wellbeing Champions are a great source for new ideas within each board. Members also raised that the wellbeing initiatives highlighted within the paper should be implemented in Health Boards. Members also highlighted that it would be beneficial for staff to have additional break times.
- Gillian Russell is meeting with CE's on 15 January and will highlight to them the importance that wellbeing is a priority and should be included in the remobilisation plan. It was noted that the Workforce Senior Leadership Group (WSLG) met and are supportive of the plan which has been sent to the Cabinet Secretary for consideration.

**Outcome:** Members welcomed the update

## **Agenda Item 6 – Agenda setting for SPF Committee meeting on 11 February 2021**

Members agreed the following agenda items:

- Workforce Planning (impacts from Brexit)
- Testing
- Vaccinations



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- Equalities
- Pandemic Forecast

**Agenda item 7 – AOB**

No other business was raised.

**Date of Next SPF Committee: 11<sup>th</sup> February 2021 (14.00 – 15.30) by MS Teams**

**Date of Next SPF Secretariat: 29 March 2021 (15:30 – 16:30) by MS Teams**