



SPF

SCOTTISH PARTNERSHIP FORUM - COMMITTEE
Thursday 19 November 2020 MS Teams
Minutes

Present:

Name	Organisation
Victoria Bowman	Deputy Director, Health and Social Care Workforce Pay, Practice and Engagement, Scottish Government
Gavin Fergie	Unite
Kate Hall (on behalf of Donna Bell)	Scottish Government
Catrina Hetherington	Scottish Government
Fiona Hogg (on behalf of Pauline Howie)	NHS Highland
Tam Hiddleston	Unison
Derek Lindsay	Director of Finance, NHS Ayrshire & Arran
Lilian Macer - (chair)	Unison
Dorothy McErlean	College of Podiatrists
Robin McNaught	The State Hospitals Board for Scotland
Norman Provan	Royal College of Nursing
Claire Ronald	Chartered Society of Physiotherapy
Mary Ross Davie	Director of Royal College of Midwives
Gillian Russell	Director of Health Workforce Leadership and service reform, Scottish Government
Sylvia Stewart	Unite
Suzanne Thomas	Scottish Government

In attendance:

Irene Barkby	Scottish Government
Rachael Dunk	Scottish Government
Derek Feeley	Scottish Government
Stephen Lea-Ross	Scottish Government
John Malone (Secretariat)	Scottish Government
Beth MacMaster	Scottish Government
Jacqueline Melville	NHS Fife
Lynn Rance (Minutes)	Scottish Government



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Susan Stewart	Scottish Government
Alison Taylor	Scottish Government

Apologies:

Donna Bell	Director Mental Health Scottish Government
Grecy Bell	NHS Dumfries & Galloway
Frances Carmichael	Unison
John Connaghan	Interim Chief Executive of NHS Scotland and Chief Performance Officer NHS Scotland and Director of Delivery and Resilience
Caroline Cooksey	Director of HR, NHS Dumfries & Galloway
Drew Duffy	GMB
Theresa Fyffe	Royal College of Nursing
Anna Gilbert	Head of Staff Governance, Scottish Government
Alistair Grant	Royal College of Nursing
Donald Harley	British Medical Association
Pauline Howie	Chief Executive, Scottish Ambulance Service
Linda Pollock	Interim Clinical Director, Scottish Government
Stuart McLauchlan	Royal College of Nursing
Fiona McQueen	Chief Nursing Office, Scottish Government
Lewis Morrison	British Medical Association
Sean Neill	Deputy Director of Health Workforce Scottish Government
Liz Sadler	Director of Population Health
Gregor Smith	Chief Medical Officer, 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 07 October 2020 and any matters arising.

- An error was noted from the previous minutes, under Agenda item 8. The Carnegie Trust kindness report was conducted at North Ayrshire Council and not Ayrshire and Arran as stated, the minutes will be amended accordingly.
- Action point 1 – Create an action plan following Partnership Research is still ongoing
- Action point 2 – John to circulate Governance Organogram to Committee members, this was published within the Partnership Statement - **completed**
- Action point 3 – Partnership statement to be finalised and published on the Staff Governance website - **completed**



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- Action point 4 – SG to clarify NHS Scotland staff who are on long term sick. SG colleagues are still working on this complex issue – **completed**
- Action Point 5 - Vaccinations programme – SG to circulate statistics on the quantities of vaccines issued to Health Boards – **completed**
- Action Point 6 - Health & Wellbeing – SG to circulate written update as there was technical issues – **completed**

Action: Scottish Government to investigate and clarify the terms and conditions for staff on long term sickness absence or using special leave whilst awaiting treatment. (Completed)

Agenda Item 3 – Adult Social Care Review

The Chair welcomed and gave thanks to Derek Feeley for his attendance. Derek gave a brief introduction and provided an update/overview of the current review:

- First phase of the review is focussed on listening and engagement with many groups/ stakeholders and currently with Trade Unions, professional bodies and the Partnership Forums.
- The huge challenge is to deliver a service which enables an interface with housing, employment, funding and regulation and to date, shared stories and lived experiences of services is both humbling and enlightening.
- Integration of pre-existing human rights law and legislation ensuring fairness and equity in the social care workforce is key to the review.
- The group is due to provide recommendations for change to Scottish Government by end January 2021.

The Chair gave SPF Committee members the opportunity to ask questions and offer feedback. During the discussion the following points were covered.

National Approach

- Various comments highlighted the desire for a national approach in terms and conditions, workforce policies (with consideration to the “Once for Scotland” approach), development/career progression and partnership arrangements. It was highlighted however that high quality work is ongoing in relation to a national approach to workforce planning.
- Challenges were noted however, with the differing approaches adopted across local authority councils. The COVID pandemic has highlighted a need to balance accountabilities and similar to Health Boards, Local authorities whilst familiar with their localities will have differing approaches. There will likely need to be a mix of national and local work to tackle inconsistencies and inequality within any recommendations. This will require a new relationship, drawing upon existing local strengths and building a national framework



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Partnership Working

- Members discussed whether there were any areas that SPF/NHS could look to take back for discussion and consider support. Mr Feeley highlighted that it was disheartening to hear that social care staff feel less valued than NHS and are perceived to be “a response to crisis” rather than enabling people to live their lives to their full potential.
- There was discussion around how SPF could expand mechanisms to include Social Care and the complexities of this. Previous work was undertaken through the Partnership for the Future group but is currently paused pending the outcome of the Independent Review. This work did however highlight that there were a number of complexities in reviewing partnership arrangements across Social Care (e.g. challenging differences in the work, governance and language used).
- Consideration was also given to what the Scottish Government can do to help with any emerging themes around inequality, gender and race. It was highlighted that the employer community within social care is completely diverse with an 80% female workforce so gender is an issue but a national approach with a framework of culture, ethics and collaboration, would be invaluable.

Outcome: All members recognised the complexities of the review and thanked Derek for his very useful update.

Agenda Item 4 – Vaccinations

Susan Stewart, Jackie Melville and Beth MacMaster provided an overview of the planning taking place following the announcement of the first 2 effective COVID 19 vaccinations developed by Astra Zenica and Pfizer. Key updates included:

- Both vaccinations were the front runners and there were sufficient combined doses to vaccinate the population but that they had diverse handling and storage properties. The regulator (MHRA) were still to approve but it was hoped that one could be available before the end of December.
- UK Vaccines Taskforce have been procuring vaccines and the Joint Committee on Vaccinations and Immunisation (JCVI) have established the criteria for prioritisation on who will be vaccinated first. Logistics and deployment planning is underway but is dependent upon vaccine availability.

The Chair gave SPF Committee members the opportunity to ask questions and offer feedback. During the discussion the following concerning points were raised.

- What is the definition of “key workers”
- Who will administer the vaccine
- Staffing levels required and how it translates to whole time equivalents



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Outcome: Members recognised there were still many unknown factors around vaccinations

Action: SG Secretariat to distribute the presentation slides following the meeting.

Agenda Item 5 – Testing

Irene Barkby provide a verbal update following the short notice roll out programme announced in England and advised that Ms Freeman, Cabinet Secretary for Health and Sport is keen to move forward the testing for all patient facing health care workers. This would involve a twice weekly self-testing with Lateral Flow test kits that could be carried out at home or at work and followed up with a PCR test, if the home results proved positive. Irene advised that whilst there was no policy mandating staff to test it was hoped that staff would wish to engaged in the programme.

The Chair gave SPF Committee members the opportunity to ask questions and offer feedback. During the discussion the following concerning points were raised.

- the accuracy of the tests
- risks to staffing levels if self-isolation required
- the significant number of test kits required to test staff twice weekly

Outcome: Irene assured members that there were no supply issues with testing kits and restated that the tests were not mandatory. There were some concerns over false negative results with lateral flow tests and that the PCR was more accurate. Any staff developing symptoms would continue to have their status confirmed by PCR Testing. Irene also advised that a number of Boards had agreed to pilot an electronic data recoding platform for these tests minimising data capture burden moving forward with the programme.

Agenda Item 6 – AOB

A question was raised on proposals from England to establish Long Covid care centres and the impacts this would pose to physiotherapy staff. It was highlighted that the Scottish Government are working on the implications of Long Covid and an update would be produced shortly.

Action: SG Secretariat to liaise with colleagues and distribute an update on Long Covid to members as soon as possible.

Date of Next Meeting: 11 February 2021