



SPF

**SCOTTISH PARTNERSHIP FORUM - COMMITTEE**  
**Thursday 8<sup>th</sup> July 2021 MS Teams**  
**Minutes**

**Present:**

Name	Organisation
Greycy Bell	NHS Dumfries & Galloway
Victoria Bowman	Deputy Director of Health Workforce Pay, Practice and Engagement - Scottish Government
Caroline Cooksey	Director of HR, NHS Dumfries & Galloway
Rachel Dunk (on behalf of Amanda Croft )	Scottish Government
Gavin Fergie	Unite
Anna Gilbert	Head of Staff Governance, Scottish Government
Tam Hiddleston	Unison
Derek Lindsay	Director of Finance, NHS Ayrshire & Arran
Lilian Macer	Unison
Dorothy McErlean	College of Podiatry
Martin MacGregor	NHS 24
Robin McNaught	The State Hospitals Board for Scotland
Jackie Mitchell	Royal College of Midwives
Norman Provan	Royal College of Nursing
Claire Ronald	Chartered Society of Physiotherapy
Gillian Russell ( <b>Chair</b> )	Director of Health Workforce Leadership and service reform, Scottish Government
Jill Vickerman (on behalf of Donald Harley)	BMA

**In attendance:**

Name	Organisation
Marion Bain	Scottish Government
John Connaghan	Scottish Government
Catriona Hetherington	Scottish Government
Stephen Lea-Ross	Scottish Government
Anne Lillico	Scottish Government
John Malone – ( <b>Secretariat</b> )	Scottish Government



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Jennifer Martin Nye	Scottish Government
Lynn Rance – <b>(Support)</b>	Scottish Government

### Apologies:

NAME	ORGANISATION
Donna Bell	Director of Mental Health and Social Care, Scottish Government
Frances Carmichael	Unison
Amanda Croft	Chief Nursing Officer
Drew Duffy	GMB
Donald Harley	British Medical Association
Pauline Howie	Chief Executive, Scottish Ambulance Service
Michael Kellet	Director of Population Health
Lewis Morrison	BMA
Linda Pollock	Interim Director of Healthcare Quality & Planning, Scottish Government
Gregor Smith	Chief Medical Officer, Scottish Government
Sylvia Stewart	Unite the Union

Agenda Item 1 – Welcome, introductions, apologies, minutes and summary of action points of meeting held on 09 June 2021 and any matters arising.

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

The previous minutes were agreed.

Action point 1 – Partnership scoping paper –**ongoing**

Action point 2 – Action is **complete** as Workforce planning paper on the agenda

Agenda Item 2 – Recovery Plan

John Connaghan presented an overview of the draft Recovery Plan which would span across many areas of activity over a 5 year period. He added that SPF input and feedback was welcome but with the caveat that the Cabinet Secretary had still to finalise the proposals.

The slides provided some information on the following:

- **Clinical Prioritisation** - John Burns, SG has written to Boards re permissions to postpone electives but not urgent care (e.g. Cancer treatments)
- **Transforming delivery of care** – with increased innovation /not remaining the same



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- **Unscheduled care** - forthcoming TV campaign coming “when is the right place at the right time” focusing on raising public awareness on when to access emergency care
- **Investment in mental health** – large investment with 100 actions in the plan
- **Risks and Mitigation** - how will these crystallise over the next few years
- **Workforce and Recruitment** - previous feedback highlighted the need to cover retention as well as a focus on opportunities/training
- **Actions to support backlogs** – for example mobile theatres to remote locations to minimise patient travel
- **National Treatment Centre** - will develop and build over 5 years with the aim to recover to a normal picture

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

- Some recurring and non-recurring finance has been secured but it is hoped that following consultation with Chief Executives and IJB Partnerships regarding planning assumptions that there will be more clarity for 2022/23 by September.
- Further propositions being formed on the workforce split between registered/non-registered staff from the additional 1500 staff to be recruited with educational pathways and timeframes to be taken into account.
- Attention being given to dedicated staffing levels for the additional staff with a mix of home-grown / international recruitment being a considered option.
- Development of the National Care Service will also have a significant implications and broader thinking will be crucial in taking this forward.

**Outcome:** John Connaghan advised that following the meeting with Cabinet Secretary he hoped that SPF would have a portfolio of meaningful work to contribute to the evolution of the Recovery plan

**Action Point:** SG secretariat to distribute the approved Recovery Plan slides as soon as they are available

### Agenda Item 3 – Women’s Health Plan

Anne Lillico presented an overview of the Women’s Health Plan which will have an impact on the health workforce. The publication of a Women’s Health Plan (to reduce inequalities in health outcomes which affect women) was part of the first 100 day manifesto commitments.

The Women’s Health Group was established in early 2020 to develop the plan, with sub-groups identifying gaps in provision of services, considering areas of best practice and developing practical actions to address these gaps. The sub groups being:



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- Contraception, Abortion and Sexual Health;
- Menopause and Menstrual Health including Endometriosis;
- Women's Heart Health;
- Gender and Health;
- Lived Experience.

Engagement to date with clinical / medical directors and employers was provided as an Annex to the papers circulated ahead of the meeting and SPF were asked to consider:

- The draft women's health plan and the actions within it
- The proposed actions:
  - Will be welcomed;
  - May require further thought;
  - May require additional financial/resourcing support to implement.
- If/how SPF should be represented on the Women's Health Implementation Steering Group, which will be established to lead implementation of the plan.

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

- Members highlighted that the women's Health Plan did not include stress incontinence and pelvic health advice. It was advised that both matters are not included in the women's health plan, however development of women and girl's information will be created and available on the NHS Inform platform. This will include issues around women's pelvic health and incontinence. The Women's Health Plan is going to be implemented in stages and this issue will be considered going forward.
- It was highlighted that Fetal Alcohol Syndrome appears to be in the wrong area of the draft health plan. It was suggested that it could potentially be added as a separate item within midwifery care.
- It was also highlighted that not everyone in Scotland has access to the internet and it would be helpful that consideration is given on how to promote to everyone.
- Members raised that the STUC Women's committee could input into the Health Plan.

**Outcome: Members welcomed the Women's Health Plan and for Scottish Government officials to take on board feedback from SPF members.**

### Agenda Item 4 – AOB

Papers were circulated to members prior to the meeting on Workforce Planning and a Pride Badge update.



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Members requested an update on the home working policy. It was confirmed that the Once for Scotland Workforce Policy consultation on home working was live and closes 26 July. Following the consultation, the tri-party group will take on board comments and present to SWAG in September for consideration.

Date of Next Meeting: 15 September 2021 by MS Teams (15.30 – 17.00)