



SPF

SCOTTISH PARTNERSHIP FORUM - COMMITTEE
Wednesday 15 September 2021 MS Teams
Minutes

Present:

Name	Organisation
Grecy Bell	NHS Dumfries & Galloway
Victoria Bowman	Deputy Director of Health Workforce Pay, Practice and Partnership – Scottish Government
John Burns	Chief Operations Officer, Scottish Government
Caroline Cooksey	Director of HR, NHS Dumfries & Galloway
Gavin Fergie	Unite
Anna Gilbert	Head of Workforce Practice Unit, Scottish Government
Sean Gallimore (on behalf of Donald Harley)	British Medical Association
Derek Lindsay	Director of Finance, NHS Ayrshire & Arran
Lilian Macer – (Chair)	Unison
Martin MacGregor	Royal College of Nursing
Dorothy McErlean	College of Podiatrists
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
Sylvia Stewart	Unite

In attendance:

Catriona Hetherington	Scottish Government
Alison Carmichael	Scottish Government
Dave Caesar	Scottish Government
Kevin Kelman	Scottish Academy
John Malone – (Secretariat)	Scottish Government
Jennifer Martin Nye	Scottish Government
David Miller	Scottish Government
Lynn Rance – (Support)	Scottish Government
Susan Stewart	Scottish Government
Laura Zeballos	Scottish Government



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Apologies:

Donna Bell	Director of Mental Health, Scottish Government
Frances Carmichael	Unison
Drew Duffy	GMB
Donald Harley	British Medical Association
Tam Hiddleston	Unison
Pauline Howie	Chief Executive, Scottish Ambulance Service
Michael Kellet	Director of Population Health
Lewis Morrison	British Medical Association
Linda Pollock	Interim Director of Healthcare Quality & Planning, Scottish Government
Gillian Russell	Director of Health Workforce Leadership and service reform, Scottish Government
Gregor Smith	Chief Medical Officer, Scottish Government

Agenda Item 1 – Welcome, introductions, Minutes of meeting on 8 July 2021 and matters arising

The Chair welcomed everyone to the meeting and noted the apologies. The Chair advised that the meeting was quorate. There was a slight typo in the minutes of 8 July with Martin MacGregor's name which was corrected. There were no issues raised with the action log.

Agenda Item 2 – Workforce recovery / Workforce Strategy

Dave Caesar and David Miller provided an overview of workforce recovery and workforce strategy. Papers were issued to members prior to the meeting and the update included:

- It was announced within the NHS Recovery plan that Scottish Government will publish, at the end of 2021, a National Workforce Strategy. The Strategy supports the delivery of the recovery plan, specifically its key workforce targets. The strategy will set out the strategic framework through which Scottish Government will design, develop and deliver training programmes in partnership with NHS NES and the NHS Academy, offering new routes into Health & Social Care in Scotland, and broadening opportunities for young people – in support of our Young Person's Guarantee – alongside those who may be seeking a career change.
- Prior to publication there will be several engagement sessions to explore needs for the workforce strategy going forward, this includes engaging with the Scottish Partnership Forum.
- Dave highlighted the "Three Horizons":
 - First Horizon: Sustaining Innovation



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- Second Horizon: Disruptive Innovation
- Third Horizon: Transformative Innovation
- SPF were invited to engage with the creation of the strategy to focus on what needs to go into shifting the optical pattern.

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

- Members welcomed the update.
- Concerns were raised by members about potential changes to pensions starting from 1 April 2022, alongside issues with recruitment, retention and seniority of posts.

Outcome: Members welcomed the early opportunity got input and welcomed Dave to return at a future point.

Agenda Item 3 – NHS Scotland Academy

Kevin Kelman, Director of NHS Scotland Academy provided an overview of their vision and key programmes. Key updates included:

- NHS Scotland Academy's vision is to provide innovative, world-class education and training that delivers a national accelerated approach to NHS Scotland workforce priorities.
 - NHS Scotland Academy will offer accelerated training for a range of subjects and professions, aligned with, and adding to, existing clinical and simulation training across Scotland;
 - Ensure workforce development needs of NHS Scotland are met in a timely, effective and efficient way, to address 'at risk' and 'hard to fill' job roles;
 - Prepare the workforce to deliver safe, effective, high quality, person-centred care, in preparation for National Treatment Centre roles and board remobilisation plans post-Covid-19.
- The 7 key programmes the Academy are undertaking are:
 - National Endoscopy Training Programme
 - National Clinical Skills for Pharmacists Programme
 - National Treatment Centres (NTC) Accelerated Workforce Programme
 - NTCs – Creating Access Routes
 - Healthcare Built Environment Programme
 - Physical Learning Environment
 - Digital Learning Environment

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



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- SPF members welcomed the work undertaken and recognised the importance and impact it will have on the future workforce;
- The academy has a huge opportunity to support young people with the right education and training;
- It was highlighted that National Staffside would welcome the opportunity to engage with Kevin and Norman Provan agreed to make arrangements.

Outcome: Members thanked Kevin for attending and welcomed the overview of the Academy vision. Kevin offered to return to a future SPF meeting.

Agenda Item 4 – Winter Planning

John Burns provided an update on winter planning. During the update the following key points were raised:

- Scottish Government have created a system response group as part of the resilience arrangements which meets weekly. The group is working collectively with system leaders to look at what can be done to mitigate the challenges and pressures that are forecast during this winter period;
- The group are taking a whole systems approach reflecting on the challenges and pressures within hospitals, primary care, social care, the ambulance service, NHS24 and out of hours services;
- 4 key areas of focus have been identified: wellbeing, demand and capacity, workforce and public messaging;
- Consideration is being given to planned care as there are ongoing challenges with capacity;
- There is also a focus on “what we do well”. There is a need to look at areas of good and share learning.

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

- Members thanked John for his update and understand there will be challenges through the winter period for everyone in the NHS.

Outcome: SPF members welcomed the update.

Agenda Item 5 – Wellbeing, Violence & Aggression

Alison Carmichael provided an update on wellbeing, violence and aggression. A paper was circulated to members prior to the meeting which had details of the Health & Social Care worker ‘Respect’ campaign currently in development. Key updates include:



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- Front line workers within NHS Scotland receive abusive behaviour from members of the public on a daily basis. Scottish Government is working on a campaign across the whole system including GP practice, Dental practice, social care, NHS and call handlers. There has been engagement with employers, staffside and social care providers and bodies. The main part of the campaign is the message to the public which highlights staff wellbeing, issues stopping staff undertaking their work and to ask public to be considerate.
- The first element of the campaign will be a range of materials available that are easy to adapt to the setting. There will also be a short film with public messaging.

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

- Members welcomed the work undertaken and it was highlighted that behaviours from the public are challenging. Staff are receiving abusive calls from patients and it has an impact on their health and wellbeing which is not limited to just frontline patient staff;
- It was highlighted that NHS has zero tolerance to violence and aggression towards staff and any incidents should be reported to Police Scotland. It is important to include in the messaging that all types of violence are unacceptable. It was noted that if incidents are not reported to the police within 24 hours then staff members are no longer eligible under the compensation awards scheme - for any injury sustained from the incident.
- It was felt by members that staff should be made aware of cases which have been successful prosecuted to increase staff confidence that action will be taken if they report incidents. It was highlighted that within the key message there needs to be encouragement that staff report incidents when they happen.

Outcome: SPF members welcomed the update and look forward to the material and video being shared with the service.

Agenda Item 6 – AOB

A paper was issued to members from the Independent National Whistleblowing officer that provided an update since the service went live on 1 April 2021.

Date of Next Meeting: 11 February 2021