



SCOTTISH PARTNERSHIP FORUM - COMMITTEE
Tuesday 7 June 2022 MS Teams
Minutes

NAME	ORGANISATION
Lilian Macer Chair	Unison
Victoria Bowman	Scottish Government
Alex McMahon	Chief Nursing Officer
Grecy Bell	NHS Dumfries & Galloway
Caroline Cooksey	NHS Dumfries & Galloway
Frances Carmichael	Unison
Claire Ronald	Chartered Society of Physiotherapy
Anna Gilbert	Scottish Government
Donald Harley	British Medical Association
Derek Lindsay	NHS Ayrshire & Arran
Robin McNaught	The State Hospitals Board for Scotland
Norman Provan	Royal College of Nursing
Gillian Russell	Scottish Government
Sylvia Stewart	Unite

In Attendance

NAME	ORGANISATION
Niall Anderson	Scottish Government
Isabella De Wit	Scottish Government
Natalie Muir	Scottish Government
Jennifer Martin Nye	Scottish Government
Ryan Anderson	Scottish Government
Eileen Mckenna	Scottish Government
Philip McLean	Scottish Government

Apologies

NAME	ORGANISATION
Donna Bell	Scottish Government



Jackie Mitchell	Royal Collage of Midwives
John Burns	Scottish Government
Michael Kellet	Scottish Government
Tam Hiddleston	Unison
Martin MacGregor	Royal Collage of Nursing
Linda Pollock	Scottish Government
Pauline Howie	Scottish Ambulance Service

Agenda item 1 - Welcome, Introductions, Minutes and Matters arising

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

The minutes of the meeting from 2 February 2022 were agreed as an accurate record and with reference to the points summary of action points it was noted that:

Action Point 1: Healthcare Framework: To share an overview of planned engagement with stakeholders including Trade Unions and a wider consultation and engagement will take place.
Complete

Action point 3: Healthcare Framework: The final draft of the document has been added to papers today. **Complete**

The Chair apologised for the limited number of items with papers, this will be rectified for future meetings.

Agenda Item 2 – Recruitment

Isabella De Wit gave an outline of the recruitment and capacity building work being taken forward including:

International recruitment

- Boards have made significant progress in recruitment of nurses, midwives and AHP and should see further increases of International staff by end 2022;
- Waiting on final revised funding to support this type of recruitment;
- Short life working group are meeting regularly to discuss accommodation and specific practical implications including ongoing training and pastoral support;
- Clear focus set on targets in the coming months, highlighting ethical recruitment.

Domestic Recruitment

- UK wide recruitment, however half of the interests were from International recruits rather than UK residents;
- Career pathways is being considered around social care and community services;
- Looking at optimum staffing model for service provision;
- Consideration of potential for National NHS Reserve Bank, similar to NHS England;
- Alignment of final placements of nurse students with first post training appointment.



Promotion of NHS Scotland as Attractive employer

- Working with NES Scotland to build up a comms plan.

Members raised the following:

- Concerns around using staff for tasks previously completed by those with more training / experience. Isabella agreed that the commission needs to be looked at carefully for NES and Stakeholders to assess risks and ensure a process which is safe and efficient;
- Questions about a nationally agreed induction process for internationally recruited staff and whether we can learn from experience in England. Isabella advised that they are building close links with NHS England and HEI to learn from their experience;
- The chair highlighted concerns about resilience and support of existing NHS Staff who are already under pressure and the effect this would have on new incoming international staff. Isabella advised there is a checklist and training for leads to follow with staff before they come over so they are prepared for the pressures of the NHS.

Action

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| <ul style="list-style-type: none">• RCN engaging with Isabella over nominations for Trade Unions reps. |
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Outcome: Isabella will continue to engage with SPF groups as this work moves forward.

Agenda Item 3 – Climate Strategy

Philip McLean shared that they received 66 responses to their consultation on the NHS Climate Emergency and Sustainability Strategy 2022. and strategy is being finalised to publish this summer

Philip advised that the climate emergency is a public health emergency and action is required to reduce emissions. Philip outlined the key points of the strategy:

- Sustainable land and buildings;
- Sustainable travel;
- Sustainable goods and services;
- Sustainable care;
- Sustainable communities.

He also set out main the sources of greenhouse gases emissions (noting that some areas are currently hard to obtain data for:

- Supply chain;
- Building energy;
- Inhaler propellant;
- Staff and patient travel.

Philip finished by highlighting the main actions that were likely to be of interest to SPF within the strategy:

- Training and Development;
- Improvements to greenspace;
- Sustainable Travel;
- Comms and Engagement.

Philip welcomed any questions and the following points were highlighted by the committee:

[Directorate for Health Workforce](#)

Workforce Partnership Unit

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- Concern in ensuring provision is there for all staff and patients, including those with mobility issues. Philip outlined that enabling sustainable transport is essential and working with local authorities to make it easier to use public transport and active travel, which will make it easier for those who with support needs to access services;
- Questions regarding sustainable and local procurement were raised including the need for consideration on living wage and fair work for suppliers. Philip highlighted that sustainable procurement is a duty in the strategy.
- Members discussed the climate impact of inhalers and the need to ensure appropriate prescriptions/alternative treatment plans. Philip noted that the strategy focuses on National Scotland respiratory guide, highlighting sustainable care, prevention, early intervention and management of conditions.

Outcome: Members agreed that this is a crucial issue to highlight and should be continued to be brought forward into committee meetings

Agenda Item 4 – Data Strategy

Ryan Anderson provided background on the Digital Health and Care Strategy which commits to the development of Scotland's first ever dedicated Data Strategy for H&SC.

- Ryan outlined the key themes of the strategy as Communication and Engagement, Data Access, Technology and Infrastructure, Talent and Culture, Ethical Approach to Data, Industry and Innovation, Information Governance and Security and Data Standards and Interoperability.
- He advised a formal consultation of the Digital Strategy is ongoing and the final strategy will be published in Autumn this year and that engagement has already taken place via workshops, presentations, panels, conferences.

Ryan welcomed any questions about the data strategy. As there were no questions Ryan advised colleagues can contact him directly.

Action:

- Ryan will share presentation slides and paper with SPF Colleagues for review.

Outcome: Colleagues thanked Ryan for his update and agreed this is an ongoing process, SPF will review the papers which Ryan circulates.

Agenda Item 5 – Sensemaker Presentation

Eileen McKenna gave a presentation on Sensemaker. Sensemaker is a tool used to capture lived experiences of Nurses and Care Workers, via story telling rather than surveys. This is used to over time to gauge themes, emotions and unique experiences of Nurses from the start of the pandemic and these themes contribute to the work of the RCN. There have been over 200 stories recorded. These can be broken down by demographic data which can be triangulated to target a specific area.

Eileen reported the following findings:

- The tool highlighted negative tone of responses and provided a breakdown of negative emotions including frustration, stress, anxiety, and anger.
- Positive experiences are a small minority however positive emotions conveyed included, pride, feeling valued, confident and hopeful.
- Sensemaker provides a heatmap which shows a triad of emotions, resources and outcomes.



- Key points picked up: emotional distress and trauma of not being able to deliver care and lack of respect from others.

All members agreed that Sensemaker provided very powerful testimonies from Nurses and Care Staff.

- The opportunity to link into Wellbeing Champions and Employee Directorate was highlighted. Eileen advised that they can break responses down down by geographical area and can feedback stories to specific Boards or (where relevant) Universities.
- Members asked about any positive stories where good practice could be shared. Eileen shared that positive stories are mainly around the support of teams and patient care and that there were peaks and troughs in the data throughout pandemic, moving from positive to negative.

Outcome: The committee agreed that this was a very useful tool which delivered powerful testimonies. Members asked for information to be shared with Employee Directors and HRDs to allow for concerted action to address concerns highlighted.

Agenda Item 6 – AOB

Item 1: Paper circulated around the National Care Service. This provided a very helpful update and more focus will be on this agenda item in the weeks and months to follow.

Item 2: Today is Donald Harley from BMA's last meeting today as he is retiring. The committee would like to record thanks for his contributions over many years and participation throughout SPF thought-out challenging times. Thank you to Donald from everyone on the committee.

Item 3: Members discussed arrangements for future meetings (virtual or face to face). Consideration was given to climate impact and work productivity and it was agreed that virtual meetings would be maintained with occasional face to face meetings where this would add value.

Action:

- SG to look at future meeting agenda and propose date and purpose for next for face to face session.

There were no further agenda items for discussion the meeting was closed.

Next Meeting

The next SPF meeting is scheduled to be held on 6 October 2022 at 14:00 – 15:30 by MS Teams.