

**Scottish Partnership Forum - Secretariat
Tuesday 30th August 2022 - Ms Teams
Minutes**

Attendees

Pauline Howie	The Scottish Ambulance Service
Norman Provan	Royal College of Nursing
Lilian Macer	UNISON
Victoria Bowman	Scottish Government
Sara Eccles	Scottish Government

In Attendance

Alex McMahon	Scottish Government
Stephen Lea-Ross	Scottish Government
Niall Anderson [secretariat]	Scottish Government
Phillip McLean	Scottish Government
Alison Carmichael	Scottish Government

Apologies

Caroline Cooksey	NHS Dumfries & Galloway
Gillian Russell	Scottish Government

Welcome, Introductions and Apologies – Pauline Howie welcomed everyone to the meeting and noted the apologies.

Agenda item 1: Minutes of the Previous Meeting of 22 March 2022, Action Points and Matters Arising – Pauline Howie

09062021(1)	SG Secretariat to add the follow up report from the review of the partnership statement for a future SPF meeting	Complete: Partnership Statement issued, and this can be marked as complete
09062021(2)	Partnership team to follow-up with Lillian Macer, on the continuation of Partnership Development work.	Ongoing: Lilian emphasised continued importance of partnership development work, and progressing outcomes from the Strathclyde report. This included a conversation on the development of new representatives for the partnership forum, to provide continuity. Lilian will follow-up with SG.
09062021(3)	SG to enquire with NHS NSS colleagues about a Partnership Conference	Ongoing: Update for next time regarding the partnership conference

	and feedback to the group	
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Agenda Item 2: Update from the Nursing and Midwifery, Task and Finish Group

Alex McMahon provided an introduction to the work of the Nursing and Midwifery Task and Finish Group. It is a Short Life Working Group created to build capacity and resilience within the Nursing, Midwifery and AHP workforce.

The group aims to complete initial objectives by November, although some workstreams will continue into the new year. The group is co-chaired by Alex McMahon and Heather Knox. It has the following 5 workstreams:

1. Production of a Retire and Return Policy – This policy was issued today (30 August), and has been fast-tracked through the Once for Scotland programme.

2. Development of Band 2-4 Roles – Job development and improvement of pathways for career development are being progressed to continue to attract people into NHSS. This work will continue.

3. International Recruitment – This has been targeted in particular towards Nurses, Midwives, and AHPs, with some central funding and support from SG.

4. Jobs for Final Year Nursing and Midwifery Students – Helping trainees transition from training into the workplace, and providing options for them to apply to band 4 placements prior to registration.

5. Creating a pool of reservists – Taking learning from what has been effective in NHS England, to build capacity here.

Members Comments

- Members questioned the extent to which the measures are forecast to meet demand within the system.
- Commented that structural issues in nursing pipelines require long term planning rather than short term work being evidenced by this Task and Finish group.
- Concern raised that Band 5 posts initially identified for international recruitment, are being replaced by unregistered band 4 roles in some instances.
- Positive feedback has been received about nursing staff being enabled to work at Band 4, prior to completion of nursing registration.
- There needs to be continued investment in the nursing education establishment. We know of challenges with international recruitment, and some members unconvinced that infrastructure is here to welcome international recruits to NHSS.
- Retention identified as a big issue. We need to be more flexible in the conditions, shifts, and wellbeing support that we offer, to attract new staff.
- Acknowledgement that we cannot compete with agency pay, but there may be structural ways to utilise existing and bank staff more effectively, to make these roles more appealing, and rationalise agency spend.

CNO

- The Chief Nursing Officer welcomed the comments, and highlighted work exploring a 3 year plan for Nursing student intake as opposed to the usual 1 year plan.
- **Outcome:** A recruitment and retention update, which evaluates the progress the various programmes taking place will be arranged for the SPF Committee in October.

Agenda Item 3: Retention

Alison Carmichael referred to information set-out within an Improving Medical Retention Expert Advisory Group supporting paper.

The group are exploring diverse and creative approaches to address observed retention issues. These plans include:

- Announcement of Retire and return policy.
- Promoting greater awareness of the Flying Finish initiative
- Increasing flexibility for roles on Staff Banks. At the moment only Band 2 and 5 roles are advertised on the bank.
- Limiting access for agency staff to preferred shift patterns including 12 hour shifts.
- Car parking highlighting as a barrier.
- Attempting to resolve pension and taxation issues, much of which is reserved.

Members Comments:

- Members did not raise immediate comments due to time constraints, but recommended a discussion at the next meeting of SPF Committee.
- **Outcome:** The chair suggested that a fuller paper could come to the full committee in October, where we could assess the impact of different measures that are being trialled as a part of renewed efforts around retention from the Scottish Government.

Agenda Item 4: Climate Emergency and Sustainability Strategy

The Climate Emergency and Sustainability Strategy was published last month, and the team are looking for the most appropriate form of Staffside engagement to develop their delivery plans for Strategy. The team asked for advice on the most appropriate form of engagement with NHSS Staff representatives.

Members Comments:

- Recommended the team explore facility time and time off for environmental reps, in a similar way to protections for employer representatives.
- Engagement with trade unions. May be opportunities for varying the amount that staff are re-imbursed for cleaner vehicles, and to work with national boards on employee assistance schemes for employees.

- The strategy will be revisited in future SPF agendas, as the work progresses.

- **Outcome:** Two trade union seats for any of the programme boards. Norman Provan's office can garner interest from trade union groups to join the group.

Agenda Item 5: Agenda Setting

- A short paper was circulated to encourage discussion on future agenda setting and how the agenda can be shaped to help the SPF Committees serve its strategic function.
- Discussion on previous items indicates that both a Recruitment Update and a further discussion on retention would be welcomed by the group

Proposals for Future Items

- The Draft Digital and Data Strategy – to be finalised by year end, and should appear at SPF committee.
- National Care Service
- Workforce Pressures/Challenges – members suggested the idea of commissioning more in depth research into system pressures.
- Partnership Working – next steps, and taking forward the recommendations of the Strathclyde Report.
- What COVID have done for Inequalities across our society.
- National Wellbeing Strategy – carrying on from SWAG engagement.

- Victoria Bowman agreed on the priority areas suggested. Highlighted importance of items continuing to be viewed by SPF through a strategic lens to fulfil the groups remit.
- **Issuing of papers:** Members requested timely provision of papers in advance of meetings, in particular for Trade Union representatives to consult with their members.

Outcome: Proposed Agenda SPF Committee Oct 6

1. Workforce Pressures : Recruitment update and retention
2. Wellbeing Strategy : Coming out of covid – supporting members with emerging inequalities
3. Data and Digital Strategy
4. National Care Service

AOB – Consideration of Hybrid, in person and virtual meetings

[END]