

Scottish Partnership Forum - Committee
Tuesday 6th June 2023
Meeting Minute

Present:

Name	Organisation
Scott Anderson	BMA
Claire Ronald	Chartered Society of Physiotherapy
Karen Reid	NHS Education for Scotland
Robin McNaught	NHS State Hospitals Board for Scotland
Norman Provan	Royal College of Nursing
Pauline Howie	Scottish Ambulance Service
Jane Hamilton	Scottish Government
Anna Gilbert	Scottish Government
Andrew Verrechia	Unison
Lilian Macer (Chair)	Unison
Gavin Fergie	Unite

In attendance:

Name	Organisation
Alison Carmichael	Scottish Government
Anne Armstrong	Scottish Government
Barbara Morton	Scottish Government
Cate Armstrong	Scottish Government
Chris McCord (Secretariat)	Scottish Government
Fiona Hogg	Scottish Government
Ian Turner	Scottish Government
Maruf Kadiir	Scottish Government
Robert Henderson	Scottish Government
Ryan Anderson	Scottish Government

Apologies from:

Name	Organisation
Derek Lindsay	NHS Ayrshire and Arran
Caroline Cooksey	NHS Dumfries and Galloway
Jacqui Jones	NHS National Services Scotland
Martin Macgregor	Royal College of Nursing
Donna Bell	Scottish Government
Gillian Russell	Scottish Government
John Burns	Scottish Government
Frances Carmichael	Unison
Sylvia Stewart	Unite

Welcome Attendees and Minutes

- Members agreed minutes from **1st February** SPF meeting as accurate.
- The chair noted that there were two outstanding action points.

Action 01022023(2) Update to be provided on education programme being delivered by 'Close the Gap'. **No update**

Action 01022023(2) written update to be shared with the group on the UK Government Minimum Service Levels (Strikes) Bill in April **Robert Henderson to update group.**

- The meeting was not quorate, but members agreed to proceed on the basis that they did not be make decisions.

Agenda Item 2: Improving Wellbeing and Working Cultures Framework and Action Plan – Alison Carmichael

- Alison Carmichael advised that the wellbeing strategy has changed its name. The framework and action plan have been re-worked based on discussion and feedback from the cabinet secretary, employers, and staff.
- The action plan is now more sustainable and takes into consideration impact and co-production.
- The plan has three pillars: wellbeing; equalities and leadership, with a overarching focus on working culture.
- Existing and planned deliverable cover the next one to two years.
- National Resources that were created as a pandemic response are being reviewed in terms of usage and value for money.
- Clinical advisers have raised the need to continue psychological services as the impact of the pandemic is still being felt on the staff side across health, social work, and social care.
- Reviewing members from staff side to join the Culture Board
- We will continue to build on conversations with staff and partners into the autumn.

Comments

- Taking on the feedback on renaming the strategy to an action plan was good.
- We could add so much more to the action plan in terms of equalities. There are so many areas of connection with equalities feeding into leadership and wellbeing. Suggested including more on what we are doing to support staff with disabilities.
- It was useful hearing about links to other strategies but there was concern about the financial disconnect.
- Finances are currently extremely strained in delivering care services. We need to ensure we have resources as a big piece of work like this will fall without them. No resources will mean the action plan stays on paper.
- Need to ensure there is a close link to workforce in LCW.

- Alison shared that the budget has gone from twelve million to one point two million, so we are having to review all spends. We are reviewing the best use of money to support on a national level.
- The challenge will be year on year as we have a budget for current work.
- We need to be mindful of local offers that do not cost.
- Karen Reid raised that there is already considerable funding towards L2C, and equalities work is mainly funded from Scottish Government.
- Funding for leadership and equalities may not be at the level that we may like but investment has been made.

Agenda Item 3: Data Strategy – Ryan Anderson

- Ryan updated on the progress of the Data Strategy for Health and Social Care.
- Advised the strategy had already been launched and gave a summary of progress to date.
- This was the best place to ask any questions the group had.
- It is important that we are operating ahead of or even on the curve in terms of how we manage data.
- Since the launch in February, we have the best use of data in the design and delivery of services.

Comments

- The self-information module needs revised. AI in the media is very pessimistic but there is an opportunity to upskill staff.
- Baselines need to be agreed so we can see things have improved. This was set by consultation with the delivery partners.
- Key milestones, risks, deliverable actions are all being tracked.
- Will the data gathered feed into other strategies that would benefit from the information. All Directors have agreed to sign up to the system for data sharing.
- A single sign on for multiple systems will be available to professionals.
- The public will be able to access/view what is held on them.
- Clear that there is ambition and ambition to use data systems to create a fairer and more equal Scotland.

Agenda Item 4 - Minimum Service Levels (Strike Bill), and Repeal of EU Legislation – Robert Henderson.

- This is an extension to the update done earlier in the year.
- The Minimum Service Strikes bill started as a transport bill but has extended into other public sectors.
- The bill transfers executive powers to UK ministers, removing some protection from Unions and Individuals
- The Bill is in consultation at Westminster, but not formal reply has been provided yet.

- The Scottish Government has always opposed the bill and feels that there is not the right balance of power in terms of industrial relations.
- UK Government has overruled amendments made and the Bill is going back to The Lords. The bill will therefore become an act unless The Lords reject it.
- Work is ongoing in Whitehall, there is further consultation on the impact on the health workforce, and Scottish Government, and how it would participate in this.

Repeal of EU Legislation.

- Robert Henderson also provided an overview of the impact on changes to EU legislation, and what effect they may have on Health and Social Care, as well as the work underway to mitigate any such impacts
- This bill was introduced last year introducing a new framework out with EU law. It is designed to remove a lot of EU Law that was viewed as an obstruction to UK policy and remove the principle of the primacy of EU law.
- The main development is that UK Government has changed its approach quite significantly. The 'sunset' clause has been removed stopping unnamed instruments falling 'off the books'.
- UK Government are looking ahead to target instruments to amend and remove.

Comments

- In terms of the paper regarding the minimum service strike bill. It is a fundamental attack on workers' rights and democracy, which represents a significant risk to partnership and industrial relations.
- This should be on the risk register for the Forum as it is a draconian attack on worker, union, and democratic rights.
- Scottish Ministers have expressed clear opposition to this Bill. Members commented that the bill is not well drafted and is vague on a number of issues.
- Concerns that employers will not issue working notices that are enabled by the regulations and may continue to work alongside their Unions as before. It is unclear if this would have ramifications.

Agenda Item 5: National Care Service – Barbara Morton.

- Update following on from the update in October.
- The NCS Bill is currently in Parliament.
- Scottish Government have asked Parliament to extend stage one of the bill to allow more time for engagement.
- The NCS will allow Ministers national level oversight of services. Local planning and delivery. At a national level oversight would be on guidance standards and operating frameworks and policy and strategy.
- The Bill sets out a framework for change and reform but does not give explicit details so there is room for changes in the future.

- This Bill is a vehicle for the Fair work agenda, allowing this work to be taken further. There is an aspiration in the bill to provide more stability in the social care market. Other beneficial aspects may be workforce planning at a national level.
- We want to embed ethical commissioning and principles are being worked on for now and for the future. The bill considers integration between health and social care.
- There is an external Board that are being consulted for recommendations.
- There will be events to engage with stakeholders over the summer in person regional events, sessions online and drop ins to allow the co-design of aspects of the NCS. Involving those with lived experience will be crucial to the co-design process.

Comments

- There is more clarity in the points from the last paper
- Promoting financial stability is laudable, but as 75% of care homes are privately owned how will this be achieved?
- Services need to be right but also the right services need to be available.
- Health and Care standards of the Social Care workforce could be woven into the bill.
- Focussing on now is very welcome and desperately needed
- Community care falling under Scottish Ministers is something that is already in place.
- If ministers are accountable, then this means they are also accountable for judicial reviews. Has this been considered?
- Good to have assurance that there will be no transfer of local authority staff and their pensions are safe.
- Engagement with the Unions has been a monthly process for NCS and fair working.
- The 75,000 colleagues in social care will not be asked to transfer from local government to NCS, but there needed to be a process in case they wished too. There has never been the intention to transfer people
- This NCS plants the seed in the public's heads that this is National, and it is not.
- This is more of a commissioning service, so they will not be employed nationally as such.
- Regular updates to the Forum on this are essential.
- Discussions are still in progress and September is the best time to have an update.

Agenda Item 5: Goodbyes and Welcomes – Lilian Macer.

- Welcome to all new members and particularly Karen Reid. Your contributions this afternoon have been hugely valuable. You have joined the group with a bang.
- Farewell to Pauline Howie. Thank you for bringing your wealth of knowledge and support to the SPF. We have worked together for several years, and you

will be deeply missed. Your shoes will be hard to fill. Pauline thanked the Forum for their contributions.

- Pauline wishes the Partnership Forum all the best for the future and hope to have in person events, in the summer so we can co-design from as early as possible, practices that land and benefit.

AOB:

- Gavin Fergie raised concerns round Boards not being able to meet demands of health visitor services due to lack of funding and staff
- He also raised the lack of Governance for taking concerns. Governance structures have been removed for many members and it is a concern.
- Claire Ronald agreed with Gavin and stated that there has been a loss of heads in structures in therapies and this has led to not being able to deliver services as AHP's are become more excluded and not able to support patients.

Actions

- **A detailed discussion to be held with Scottish Government to produce a template regarding meeting these standards.**
- **A detailed discussion to be had with Scottish Government, regarding the Governance structures that people use to raise concerns and issues.**