



Scottish Partnership Forum (SPF) Secretariat
Tuesday 27 August, 14:00-15:00
Meeting Minute

Attendance List

Confirmation of members in attendance at the time of writing:

Name	Organisation
Gillian Russell	Scottish Government
Jane Hamilton	Scottish Government
Anna Gilbert	Scottish Government
Fiona Hogg	Scottish Government
Karen Reid	NHS NES
Frances Carmichael	Unison
Norman Provan	Royal College of Nursing

In attendance:

Name	Organisation
Zachary Deponio (Secretariat)	Scottish Government
Donna Bell	Scottish Government
Alex Stannard	Scottish Government
Ian Turner	Scottish Government
Catherine Garner	Royal College of Nursing
Sylvia Stewart	NHS Lanarkshire

Apologies have been received from:

Name	Organisation
None	



Agenda Item 1: Welcome and Introductions

For SPF Secretariat we require 1 Employer, 1 Staff Side and 1 Scottish Government representative to be present to be quorate.

Zachary Deponio (Scottish Government Secretariat) noted that the meeting was quorate.

Agenda Item 2: Workforce Reductions/Recruitment Freeze

Gillian Russell (GR) confirmed following:

- There is communication set to be published setting out the range of measures to be taken in response to the UK Chancellors financial announcement, in addition to the savings already made this year and savings the Health Boards have already been asked to make.
- Ongoing discussion about what is going to be announced about scale of public sector workforce, the cost of the workforce and ways in which that can be reduced over time. GR indicated that much more couldn't be said until there is further confirmation from Ministers.
- From H&SC perspective, it is recognised that there cannot be a wholesale reduction or recruitment freeze. There are complex pipelines of work that are key to service models. The Scottish Fiscal Commission published their analysis of the Scottish Government budget position on 27 August which reflects the overall significant and challenging situation.

Comments/Discussion

- Staff side acknowledge the financial challenge facing the public sector as a whole and urged that any changes are relayed to staff sooner rather than later so that they may understand how changes may affect them.
- GR outlined ongoing engagement on service reform and change. There has been a series of building blocks put in place through planning and delivery board, and much focus around a once for Scotland approach. However, in terms of actual tangible redesign and service change, this is still being discussed with Ministers.
- Karen Reid (KR) highlighted that the focus on workforce has been on productivity but indicated that this should be drilled down to better understand where we are not seeing productivity levels as expected, why that is, and any trends to help better understand how to rectify this.
- The H&SC workforce has grown significantly in last 5 years, by over 12%. If we want to reduce our workforce, then there needs to be investment in innovation and technology, as without it, we won't be able to look at productivity or reducing workforce to bring us closer to fiscal balance.



- There was discussion on the potential of voluntary redundancy, and the cost implications of this.
- Staff side perspective on voluntary redundancy is that if it was to be progressed, then trade unions would only support the approved method through AFC handbook.
- It was noted that there are various work streams that are not legally committed, and the potential to make significant change in savings across NHS Scotland, as there are high levels of variation and duplication.
- Norman Provan (NP) highlighted the need to be careful if we don't have strategic plan, specifically to forecast what will be done. There is a risk that Boards will make decisions which will make it harder to meet the full plan when it comes out.
- GR continued by explaining that the increase in workforce doesn't always equate to more work. Particularly without IT and digital investment the need to understand where the experience and skills in workforce lies.
- There is also a need to ensure the workforce feel respected and engaged, and valued which translates into higher and more efficient productivity.
- KR indicated that there is variation across Boards in terms of digital development, and not a once for Scotland approach. It was felt that this should be scoped and looked into this further.

Outcome

- Discussion and engagement to be led by Health Improvement Scotland (HIS) on behavioural change across the service. Focus on sustainability, efficiency and an effort to encourage staff to test change.

Agenda Item 3: Race Statement

- GR shared the original expectation to have a signed letter from partnership endorsing the statement from the Cabinet Secretary following riots in other parts of the UK.
- It was subsequently decided to issue a broader statement, not so much in response to the riots, but a stand-alone letter to be issued when the Cabinet Secretary meets with Ethnic Minority Forum (EMF) to hear about their work.
- The Cabinet Secretary will then issue the statement alongside the EMF Annual Report. The endorsement letter will follow.

Agenda Item 4: National Care Service (NCS)

- Donna Bell (DB) presented update on NCS to the group, with the aim to seek advice on how best to engage with the wider forum.



- Through the development of NCS, there has been significant changes to legislation, including moving to a model of shared accountability for SG, NHS and local government, which was agreed last year.
- Time has been spent in discussion with NHS and local government on how to take this forward and Parliament was updated in June on amendments to proposed bill.
- Main points include creation of national Board which will be the place of shared accountability.
- The Board will provide national oversight on improvement of social care and services. The intention is that the Board will prioritise actions that makes the most difference for people.
- The Board will deliver greater consistency to local planning, through reform and integration. It will also support implementation by building on existing structures and good practice that is already seen across the service.
- Stage 2 of the bill to take place in early November. The HSC and Sport committee have extended time scale for call to evidence to end of September.
- The additional 3 weeks likely means that formal stage 2 is later than anticipated, although this has not yet been confirmed.

Comments/Discussion

- There was discussion about workforce specific workstreams. DB confirmed multiple workstreams on workforce more generally. Ethical commissioning activity has a big focus on pay terms and conditions. Ministers, alongside ethical commissioning work, are active to the need to explore variety and equity.
- There were reflections on previous discussions on shared workforce and integration. Key points raised were not to expect one way of working to be superior to others.
- Ian Turner (IT) confirmed the Fair Work workstream, which predates the NCS to some degree, continues to take forward the pay element delivery of the real living wage and how it compares within tier systems.
- NP highlighted the need to have ambition beyond those at the lowest range of the pay scales, in terms of real living wage.
- KR emphasised the importance to go back to recommendations of independent review of adult social care to remind why this started in the first place. From a Board Chief Executive (CEO) level perspective, the opportunity to transform and improve services is welcomed.
- In terms of workforce planning; only acquire true and effective workforce planning, doing it in an integral way, to truly understand needs of population.
- In terms of community health, it was already agreed that NHS Boards remain legally responsible for community health. CEO's wouldn't expect that to change.



- In terms of shared accountability from a national Board, it is very difficult to get shared accountability, when CEOs are legally responsible across 22 Boards.

Outcome

- Anna Gilbert (AG) and Jane Hamilton (JH) work with IT to develop an agenda item for SPF which will think about questions for next steps to maximise and generate discussion.
- Structure agenda items to discuss NCS paper in more depth.
- Suggested a revisit of workforce planning work that was previously discussed pre-COVID and involve robust infrastructure to support workforce planning.

Agenda Item 5: Placement Group Work

- Alex Stannard (AS) provided an update on placement group work.
- The group introduced a new structure around decision making about controlled student intakes for healthcare.
- This includes nursing and midwifery, medical, dentists, paramedics and optometrists.
- Moving forward, a single group will make decisions across the service, and how decisions take into account service reform. Alongside that, an external advisory group will look at education and training. That group has RCN, unison and NES representatives on it, but they are also hoping to have employer representation on the group.
- Identified key themes include:
 - Issues about data, understanding data on student intake.
 - What can be done to improve retention.
 - What can be done to better understand capacity of current system.Looking at where people train, the alternative routes into training.

Outcome

- AS to speak to Fiona Hogg on how best to approach including employer representatives to placement group.
- AS to share with wider SPF as this work develops.

Agenda Item 6: SPF Communication with Boards

- Anna Gilbert highlighted to the group a previous action point which was to explore methods to communicate SPF topics discussed to Boards.
- For Once for Scotland Programme Board, a SWAY report is provided to Boards consisting of high level update.



- Suggestion is to adopt a similar process for SPF to utilise SWAY system to provide high level overview of topics discussed at meetings, and outcomes.

Comments/Discussion

- KR indicated that SPF SWAY report will be included in her monthly update to Board CE's.

Outcome

- The suggestion was agreed by all parties.

Agenda Item 7: AOB

Outcome

- GR to check in with members after statements next week regarding cost controls.