

IJB Joint Staff Forum

Minutes | 8 December 2022 | 10:00 | Teams Virtual Space

Present: Danny Oliver (Chair); Stephen Brown (Co-Chair); Craig Walker, Martha Kirby, Ingrid Smith, Maureen Swannie, Fiona MacKellar, Lynda Bradford, Maureen Firth, Jayne Fraser (observing) and Stephanie Johnston (minutes).

Apologies: Martha Gill (Co-Chair), Ryan McLaughlin, Sheona MacGregor, Steven Phillips, Caitriana McCallum, Kath McKinnon, Linda Hall, Dawn Moody and Jim Lyon.

1. Welcome and apologies

Danny welcomed everyone to the meeting and the apologies were noted. Following discussion in regard to quoracy it was agreed to continue the meeting in an informal basis.

2. Minutes from Previous Meeting

The minutes were informally accepted as an accurate reflection of the meeting.

3. Matter Arising and Action Log

It was noted that there was an error on the target dates, and they should all read a year later. Actions 1, 3, 4 and 6 were all noted as complete. Action 2 - Maureen S advised that the 7 minute briefings had been circulated for comment to Members. Within the email Maureen S had asked for suggestions for the proposed videos. It was noted that due to workload pressures across the system to postpone the development of video clips until Spring 2023.

4. Whistleblowing Procedures for Raising Concerns

Following a discussion, there were concerns there was a lack of clear procedure for Social Work/Social Care staff when wishing to raise a concern, which would meet the SSSC wishes. It was agreed that a meeting would be scheduled with Stephen, Craig and the Head of Legal and Governance with the relevant trade unions to have an initial discussion. Action: Stephanie.

5. Mental Welfare Commission: Racial Inequalities

The Mental Welfare Commission (MWC) produced a report on the theme of racial inequality specially in relation to mental health and requested each area complete an action plan. There was a discussion in relation to recommendation 6, although no formal complaints had been received by either partner body, staff have been subject to racial overtone. It was suggested further discussion on this would be helpful. It was noted that two staff members had been supported by their managers to make a formal complaint to a service user/patient to the Police. Fiona highlighted that The Chartered Society of Physiotherapy delivered training and shared material via the Steward network on areas such as diversity, inclusion and micro-aggression. Fiona

advised that there were some video clips that could be shared with Members. Action: Fiona.

6. Strike Update

The current situation in relation to support services for teachers, primary and secondary teachers, post office workers, physiotherapists and nursing was noted.

7. Retention / Monitoring Process

Danny advised that retention of staff is a big concern and although retention and recruitment have a link, they are two separate issues. When queried about the process in place on monitoring staff issues and how data is used, it was advised that Stephen, Maureen S and Craig have had a discussion on exit interviews and how to ensure these are fed through. Other areas such as appropriate induction, ensuring 1:1s and appraisals are in place as a supportive mechanism for staff. Work is also being done to stabilise the leadership with recruitment underway for a number of posts which will help provide a level of stability to teams.

Ingrid advised that Staff Governance Committee receive data on starters, leavers and turnover rates which can be shared. Both partner bodies are working on strengthening exit interview policies/procedures and recruitment and selection policies. Maureen S updated that through the actions within the Council's audit of workforce will also assist. There is a need for staff and managers to work collectively to find solutions where issues arise and to change the culture to ensure one of supportive and trusting.

8. Promoting Positive Behaviour Update

It was advised that an email was issued from the Chief Social Work Officer to the Promoting Positive Behaviour Group which outlined the steps being taken to bring the work forward. Stephen agreed to liaise with Jim to get an update on progress. Action: Stephen.

Following a query on the spike in abuse of care staff reported in the Orcadian, it was advised that the timeframe reported was during mid-pandemic and at the stage when residents were being asked to abide by restrictions, with some being unable to understand the situation, which was putting additional pressure on staff. The situation will continue to be monitored.

9. AOCB

Joint Inspection of Ault Support and Protection

Lynda advised that the Inspection is currently underway with the staff survey out for a further 8 days with staff being encouraged to complete it. The Frontline and Strategic Leadership Focus Groups are scheduled for 1 February, attendance for these groups has yet to be confirmed.

Refugee Opportunities

It was informed that following a discussion with housing colleagues, it became apparent that through the refugee re-settlement programme a wealth of experience will be arriving in Orkney. Stephen advised that he will be meeting Andrew and Steven to consider possibilities. It was advised that the Council is in the process of employing one of the refugees into a para-professional post.

10. Date of Next Meeting

Thursday, 9 March: 11:00 – 12:30.