

IJB Joint Staff Forum

Minute | 7 September 2022 | 10:00 | Teams Virtual Space

Present: Martha Gill (Chair); Stephen Brown (Co-Chair); Ryan McLaughlin; Kath McKinnon; Linda Halford; Maureen Swannie; Lynda Bradford; Caitriana McCallum; Craig Walker; Sharon Drysdale; Steven Phillips; Ingrid Smith; Wendy Lycett; Jim Lyon; Wendy Norquoy; Stephanie Johnston (minutes).

Apologies: Danny Oliver (Co-Chair), Martha Kirby; Dawn Moody, Maureen Firth, Fiona MacKellar, Pat Robinson; and Sheona MacGregor.

1. Welcome and apologies

Martha welcomed everyone to the meeting and the apologies were noted.

2. Minutes from Previous Meeting

The minutes were agreed as an accurate reflection of the meeting and any minor amendments should be emailed to Stephanie.

3. Matter Arising and Action Log

Martha advised that an Action Log had been developed for keeping track of longer-term items for consideration.

4. iMatter Staff Survey

It was noted that this was the first combine Health and Social Care Partnership survey since the pandemic and was a useful gauge for how teams are feeling. A 7-minute briefing had been developed and shared with staff. There was some discussion around there wasn't enough time to embed the actions from the Action Plan before the next survey was issued and that some actions were lost that could be linked into the new Action Plan.

5. Recruitment Update

Stephen advised that work is progressing on advertising all the newly funded Council posts and that the Service Manager (Children's Health Services) post has been through the job evaluation and consistency panel process and will be considered at Vacancy panel for sign off. Work is ongoing by the Lead Allied Health Professional (AHP) to strengthen AHP services. Following discussion, it was agreed that Stephen would arrange for the Lead AHP to meet with staff side representatives on the proposals. **Action:** Stephen.

It was queried that following the restructure if Job Descriptions of posts which were currently filled had been reviewed and updated to align with the new structure. It was noted that the vast majority of posts had been, but Stephen was happy to speak with Martha K if there was specify posts.

It was updated that work is progressing to enable School Nurses access to Paris, and the risk assessment is with the Council's SCRA for signing off. The School Nurses have signed the user agreement and it is hoped that their access will be issued imminently.

Following discussion around the confusion of what the IJB and Health and Social Care Partnership is it was agreed that Maureen Swannie would do two 7-minute briefings. It was suggested that a short video clip would also be useful for those who respond better to videos than words. **Action:** Maureen S.

6. Health and Safety Executive Visit Update

Stephen recognised all the work and effort done to date across NHS Orkney to address the concerns the Health and Safety Executive (HSE) had raised. Despite some early setbacks, the HSE are satisfied with the continued progress by NHS Orkney. The impact and issues both to service delivery and staff's health, safety and wellbeing of covering the Mental Health Transfer Bed (MHTB) was noted. The current model is not sustainable and the Service Manager – Mental Health and the Mental Health team are looking at potential alternative models for managing the MHTB more effectively. An Options Appraisal will then be considered, which will require funding and implementation once approved.

There has been a significant rise in uptake for bookings into the Violence and Aggression training. Teams and Unions were thanked for their parts in encouraging staff to complete this training.

7. Promoting Positive Behaviour

Stephen updated that following on from the last item, that the Council had been looking into training requirements for care settings and had moved from Studio III to Promoting Positive Behaviours, which has very similar principles to those of the Violence and Aggression training. It is hoped that this training can be extended out from staff in the care homes, day services and Children Residential Service to all community care services. A Train the Trainer programme is also being looked into.

It was noted that Steven had recently presented a '6-Monthly Report on Induction Compliance' to the Staff Governance Committee where it was highlighted the low completion rate of the online mandatory NHS Orkney corporate induction courses. The health, safety and wellbeing risks to both employee and employers were highlighted with managers urged to ensure staff complete these courses. Steven agreed to share the report with Members for information. **Action:** Steven. Steven also updated that via the Staff Governance route work will be commencing on developing a good quality induction programme for staff which will take time to develop and implement. Craig updated that within the new Council structure there is a significantly changed HR and OD structure and the proposed new Council Plan/Our People Our Plan there will be a focus on leadership development and training over the next 2-3 years and that continued focus on induction within this will

be led by OD/L and D section. Both Steven and Craig advised that the work will take time to develop and implement the programmes.

After discussion it was agreed that the Chairs of the Forum would ensure that 'Induction Update' be added to an agenda in the next 12 months and that Steven and Craig would provide updates when available. **Action:** Martha, Stephen and Danny.

8. Compensatory Rest

It was advised that this was raised as part of the HSE visit, particularly around the Mental Health team, where a number of staff are not having the mandatory rest time they should. Across NHS Orkney, services are taking very different approaches to address this as there is no Board guidance available. It was highlighted the risk of staff not taking appropriate breaks to both the staff's health, safety and wellbeing and to the service. Following discussion, it was agreed that a single guidance document across the Council and Health Board wasn't needed but that a practical, workable, solution was needed for teams that is consistent and fair so that should a Social Worker and Community Nurse get called out they have the same amount of time off.

9. Strike Action

It was advised that following a revised CoSLA offer, the proposed strikes facing Council services had been postponed, with the three main unions agreeing to go back to ballot. From a Health perspective for agenda for change staff it was advised that following consideration of an offer and individual union ballot, most unions have rejected the offer and are moving to industrial strike ballot. As of yet no dates are planned, and it is proposed that most unions would adopt a life and limb model. It was advised that for non-agenda for change salaried dentists there is no indication of potential strike action.

10. Whistleblowing Policies

Stephen advised that Danny had asked for these policies and guidance to be added to the agenda for information and discussion at the next meeting thereafter. It was agreed this would be added to the next agenda.

11. AOCB

None.

12. Date of Next Meeting

Thursday, 8 December: 10:00 – 11:30.