



Caroline Sinclair  
Chief Officer  
Orkney Health and Care  
(01856) 873535 ext: 2601  
[OHACfeedback@orkney.gov.uk](mailto:OHACfeedback@orkney.gov.uk)

## **IJB Joint Staff Forum**

**Thursday, 3 May 2018**

**3.30pm**

**Chief Officer's Office, Council Offices, School Place, Kirkwall**

## **Note of Meeting**

**Present:** Fiona MacKellar, Employee Director, NHSO (Chair).  
Sally George, UNISON Representative, OIC.  
Alison Skea, Learning and Development Manager, OIC.  
Craig Walker, Senior HR Advisor, OIC.  
Scott Hunter, Head of Children and Families, Criminal Justice and Chief Social Work Officer.  
John Trainor, Head of Health and Community Care.  
Terah O'Hagan, UNISON Representative, NHSO.  
Mark Vincent, GMB Representative, OIC.  
Sheona MacGregor, UNITE Representative, OIC.  
Danny Oliver, UNITE Representative,  
Caitriana McCallum, BDA Representative (Dietetics), NHSO.  
Stephanie Johnston, Directorate Secretary (minutes).

### **1. Welcome and apologies**

Maureen Swannie, Interim Head of Children's Health Services and Service Manager – Children Services.  
Maureen Firth, Head of Primary Care Services.  
Kathleen McKinnon, BDA Representative (Dental), NHSO.  
Julie Nicol, Head of Learning and Organisational Development, NHSO.

### **2. Minute of Previous Meeting**

It was agreed that after the NHS Staff Survey was amended to read iMatter the minute was agreed as an accurate reflection.

### **3. Matters Arising**

There were no matters arising.

#### **4. Financial Position**

It was noted that the Integration Joint Board is anticipating a £1.5m overspend (if Set Aside budget is included). Work is need done for a Recovery Plan now, if we do nothing the overspend will just increase.

#### **5. Strategic Commissioning Plan 2019 – 2022 Update**

The paper presented to the Strategic Planning Group on the SCP timeline and methodology was presented. As this was the first opportunity to look at this tabled document, it was agreed that members would look at the document and send Stephanie their comments prior to the next meeting. It was noted that the consultation would go out to public in January after a draft version is approved by the Board.

#### **6. Workforce Plan**

C Walker informed that OIC HR are drafting a report to go to the June Integration Joint Board meeting which will be a high-level document looking at the strategic direction for Orkney Health and Care. It was noted that the plan wouldn't cover specific teams but act as an overarching document to direct both OIC and NHSO to deliver what the Integration Joint Board wants which recognises the challenges being faced in this current climate.

#### **7. Chief Officer Update**

J Trainor reported that at present there is no interim arrangement. Interviews are scheduled for next weeks, depending on the outcome of this the Chief Executives of NHSO and OIC will assess if an interim Chief Officer is needed to be appointed.

#### **8. NHS Staff Survey update**

The NHS Dignity at work Staff Survey ran in November 2017 with results being released in February. There was a high return rate for NHS Orkney with over 50% of employees completing the questionnaire. The nine questions came about due concerns that the iMatter survey not addressing aspects such as bullying and harassment. Members felt that the results mirrored the responses that the OIC OHAC Survey received. NHSO Board endorsed a way forward which includes actions to address this includes management training, staff award sessions etc. F NHSO's Employee Director will be meeting with the NHSO Chief Executive and Head of OD and Learning in the near future to discuss the results further.

#### **9. OIC OHAC Staff Survey Feedback**

S Hunter reported that the next OHAC Newsletter will be circulated to staff in May and will include updates on NHS OHAC services too. Work is being done to arrange a facilitated session for managers to look at how to deal with policies in real life situations. The Heads of Service visits are

progressing and another session around the services will be organised. The staff focus group is being looked into and the logistics of this.

## **10. Safe Staffing Bill**

Members had the opportunity to discuss and it was felt that the focus was very much on nursing and midwifery. The employee director felt that it did not address the workforce broadly enough, particularly the AHP workforce which spans across the integrated landscape. This has a focus on nursing and midwifery at the moment and is very high level. It was noted that it doesn't actually tell much.

## **11. North Regional Workforce Planning Workshop**

The group discussed this regional agenda and note that A Ingram, NHS Grampian, is leading this project. It was noted that it was interesting to see areas across the north that have workforce challenges and the disciplines affected. Affordability of housing is an issue with people turning down jobs as they can't afford to live in Orkney.

## **12. Recruitment Difficulties**

At the last Board meeting, Members noted the difficulties in recruitment. It was noted that recruitment and retention in Primary Care has always been an issue. There was a discussion on current vacant posts. If there is to be any restructure of any service it's important to include HR and Trade Unions early on to help mitigate staff concerns and to be conducted in partnership with NHS Scotland Staff Governance Standards.

## **13. AOCB**

### *Membership*

It was agreed that there was a number of changes required and that amendments should be emailed to Stephanie prior to the next meeting, so that it can be approved and then presented to the Integration Joint Board.

### *Review of Occupational Therapy*

The Head of Health and Community Care reported on a paper that had been presented at April's APF regarding an OT review. The paper outlined a positive piece of work which was completed by the Senior OT lead. The Employee director noted that whilst there had been staff engagement this was a redesign and should have gone through partnership processes as trade union members were not afforded the right to representation. The senior HR advisor from OIC stated he was not aware of this either. This situation will be discussed at a future APF.

### *All Age Learning Disabilities*

S George informed members that Unison has noted their objections to the removal of a vacant social worker post in the All Age Learning Disabilities Team. Management believe that as this is a vacant post there is no need for consultation.

#### **14. Date and Time of Next Meeting**

Thursday, 26 July 2018

1530-1700

Chief Officer's Office, OIC

Unapproved Minute