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Agenda Item: 7

## **Integration Joint Board – Joint Staff Forum**

Tuesday, 23 October 2018, 15:30.

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

### **Note of Meeting**

#### **Present**

- Fiona MacKellar, Employee Director, NHSO.
- Sally Shaw, Chief Officer (Chair).
- Scott Hunter, Head of Children and Families, Criminal Justice and Chief Social Work Officer.
- Lynda Bradford, Acting Head of Health and Community Care.
- Sheona MacGregor, UNITE Representative, OIC.
- Danny Oliver, UNISON Representative,
- Kathleen McKinnon, BDA Representative (Dental), NHSO.
- Kendall Pyke, Organisational Development and Improvement Advisor, NHSO.
- Andrew Groundwater, Head of HR and Performance, OIC.
- Alison Skea, Learning and Development Manager, OIC.
- Stephanie Johnston, Directorate Secretary (minutes).

## **1. Welcome and apologies**

- Craig Walker, Senior HR Advisor, OIC.
- Julie Nicol, Head of Learning and Organisational Development, NHSO.
- Caitriana McCallum, BDA Representative (Dietetics), NHSO.
- Ashley Catto, HR Manager, NHSO.
- Maureen Swannie, Interim Head of Children's Health Services and Service Manager Children Services.
- Maureen Firth, Head of Primary Care Services.
- John Trainor, Head of Health and Community Care.

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

Danny Oliver, UNISON rather than UNITE after that amendment it was agreed as an accurate record.

## **3. Matters Arising**

None.

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

It was advised that the Strategic Commissioning Plan was going to look different with an overarching Strategic Plan which outlines the values, visions and approach. Under that would be a Commissioning Implementation Plan which would be supported by a medium term financial plan. Under that would be all the various strategies and plans such as the Primary Care Improvement Plan, Mental Health Strategy etc. It was noted that there have been early conversations about including the acute hospital into the Plan. This will follow the normal consultation process.

## **5. IJB Workforce Plan**

It was suggested that this be called the OHAC Joint Staff Forum rather than IJB Joint Staff Forum.

It was queried how staffside wished to be involved in the plan and was agreed that it was best to include them as soon as possible and should be part of formulating the plan. A development session to be looked into, to progress.

**Action:** Trade Unions to check what colleagues in other areas plans are; Chief Officer to check with the Chief Officer network.

Also noted was that OHAC had been approved to be a Tec Enabled Care pathfinder, which will have a big impact on the workforce plan. A meeting with Scottish Government has been arranged for early December and update will be provided after this.

## **6. Staff Survey Updates (OIC, OHAC and NHS)**

### **NHS**

It was noted that there was an 83% response rate to the iMatter survey and an 86% response rate to the action plan which shows a lot of engagement and willingness.

## **OHAC (OIC)**

It was noted that the facilitated sessions with Ray Knox with managers and seniors had been held. Key themes were that people feel that they are under pressure but feel they are developing good services; there is a sense of shift around the culture. Other areas included supervision, staffing levels, policy implementation and for some ensuring themes of dignity and respect. Action Plans were requested from all who attended, these will be collated shortly. It was noted that a mop session for those who could not attend the last round has been organised. It was noted that 9 people had expressed interest in the peer support forum, none of those are from children services. The aspiration is to have this meeting before year end.

It was noted that OHAC senior team has a desire to become more visible in services and will each try to visit a service once a month. It was noted that we want to create a culture where we are able to walk into services unannounced and that staff don't worry and know who is part of the senior management team. There are other ideas being looked at to try and interact with staff.

It was agreed to look at using iMatter for the next staff survey.

**Action:** Check what the issue of using iMatter and see if it is now possible; Circulate iMatter information.

## **OIC**

It was noted that this had gathered the media's attention and a statement has been made to say what the Council is doing. For the action plan, it will be presented to CMT on 31 October, it will then go to the Trade Union meeting on 12 November. It was noted that OHAC staff have been looking for the results of this. The reason that only the results were not sent as feedback from the last survey was that people wanted to know what it meant and how it would be addressed. It was noted that trust appeared to be a factor in this.

## **7. AOCB**

### **Staffside/Trade Union**

A discussion was had about the possibility of streamlining the OHAC trade union meetings. It was agreed to hold this meeting in the morning and have an overhang section for any Joint Liaison Group items which require discussion separately.

### **Regional Delivery Plan**

It was noted that this has been rebranded and has been circulated to NHS Boards for comment. This will influence the Integration Joint Board and its strategic planning, for example the transformational plan will have a big impact on Primary Care.

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

TBC