

IJB Joint Staff Forum

Minute | 14 March 2024 | 11:00 | Teams Virtual Space

Present: Stephen Brown (Chair), Danny Oliver (Co-Chair), Ryan McLaughlin (Co-chair), Thomas Richards, Linda Halford, Sheona MacGregor, Fiona MacKellar, Lynda Bradford, Wendy Lycett, Maureen Swannie, Emma Chattington (item 9), Nicola Fyffe (Item 9) and Stephanie Johnston (minutes).

Apologies: Craig Walker, Maureen Firth, Steven Phillips, Morven Gemmill, Catriana McCallum and Kath McKinnon.

1. Welcome and apologies

Stephen 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.

3. Matter Arising and Action Log

Item 9 – Danny updated that he had met with Lynda and shared information subsequently which will be progressed. It was agreed that Danny would update on progress at a future meeting. **Action:** Danny/Lynda.

4. Workforce / Service Pressures

Senior Management Team

An update was provided on the Head of Children, Families and Justice Services and Chief Social Work post, the Chief Finance Officer post, the Associate Medical Director (Community) post and the Head of Primary Care Services post including the interim arrangements in place to cover vacancies.

Allied Health Professions

An update on the significant challenges within Adult Speech and Language Therapy and the tirelessly work done to date to address this was noted. Fiona highlighted the work done since the temporary Specialist Respiratory Physiotherapist has commenced in post.

Changes to Agenda for Change Contract

Ryan updated that the non-pay 2023/24 Agenda for Change uplifts have been agreed by the Cabinet Secretary for implementation on 1 April, as of yet guidance has not been issued. The most important element is the reduction of work week from 37.5 to 37 hours pro rata which will have significant implications for services. It was noted that the end goal will be for all Agenda for Change workers to be on 36 hour contracts over the next few years.

Community Pharmacy

Orkney Health and Social Care Partnership

Council Offices | School Place | Kirkwall | Orkney | KW15 1NY

Following significant challenges with recruiting for an PCIF Technician post, a development post of a Trainee Technician will be advertised. A review on ability to engage with the Financial Sustainability Office's additional asks is being worked on.

Growing a Sustainable Social Care Workforce Project

It was noted that the three aims of the project were to look ways to attraction, recruitment and retention. The initial stage of the project aims to look at ways to bolster recruitment on top of the wider work being undertaken by the Council. Another aspect is the management of sickness absence to best support employees. Retention will also be looked at following the work on recruitment. It was agreed that an update on the Project would be provided at the next meeting. **Action:** Danny/Lynda. External barriers to recruitment such as lack of childcare and affordable housing with the work being done by the Council noted. It was suggested that a member from Housing could attend a future meeting to provide an update on Housing. **Action:** Stephanie.

Health and Community Care

Lynda provided an update on the challenges in respect of Mainland Community Nursing and the work being done by the team to recruit. It was also advised that due to the appointment of posts within Mental Health Services three agency workers have been released. Ryan provided an update on the Band 5 nursing profile area of the non pay deal and the implications this may have locally.

Fiona updated on the challenges being faced in respect undertaking job evaluation and matching as well as the work to arrange training to enable others to assist the small team. Following a discussion, it was noted that if there is not a substantial change to a role, the post would not have to go through the job evaluation/matching process.

5. iMatter

Following an update on discussions taken to date on whether Council employees should participate in the iMatter process with the highlighted positives and negatives it was note that joint teams would undertake the survey which would allow Council teams a further year to embed their action plans. Ryan agreed to feedback the discussion to the Forum. **Action:** Ryan.

6. Finance

Stephen provided a brief overview of the financial challenges facing the IJB, Council and Health Board. There was recognition that the biggest challenge will be keeping services safe while navigating through the financial landscape. There is a need to ensure that all services are being as effective, efficient and as creative as possible to make changes to which will not impact on patient care.

Following a query on the Primary Care Transformation in the IJB/Social Care Workstream, Stephen provided a high level overview on changes which could be made which would not impact patient care, and in some places may improve patient

outcomes. Ryan agreed to contact Stephen to further discuss. **Action:** Ryan. Assurance was given that there were no plans to remove vacant posts, nor to remove services/staff. It was also highlighted that from the Council side the target is to reduce the number of agency staff required which would reduce the overspend and improve continuity of care for service users. Stephen committed to advising Members if the position changes.

7. National Care Service Update

Stephen updated that the National Care Service Stage 1 debate took place a few weeks ago. The draft bill is no different to the one from 2022. It was noted that there would be another period of consultation before Stage 2. There has been a shift from consideration of eradicating IJBs, which will now remain. It was noted that the most significant thing was that the NCS would not be taking responsibility for Local Authority or Health Board's assets or staff.

8. Accommodation Update

It was agreed to defer this item to the next meeting.

9. OIC Induction

Nicola and Emma presented a brief update on the progress of the Council's induction process which enables a more flexible approach. The iLearn module enables staff to access information at any time. A Manager Guide has been developed which provides a key checklist with specific actions and timescales. The revamp of the Welcome to the Council event, which every new start is emailed asking if they wish to join, has recent positive feedback. Next steps will include consideration for an online long term absence return process and creating a people manager guide.

Following a query in relation to Care Home inductions it was advised that the challenges of significant vacancies in some areas mean that the approach, including shadow shifts, is not as consistent across services as is aspired for.

10. AOCB

None.

11. Date of Next Meeting

Thursday, 6 June 2024: 11:00 – 13:00.