

IJB Joint Staff Forum

Minute | 9 March 2023 | 11:00 | Teams Virtual Space

Present: Stephen Brown (Chair), Ryan McLaughlin (Co-Chair), Danny Oliver (Co-Chair), Martha Kirby, Thomas Richards, Caitriana McCallum, Linda Halford, Craig Walker, Steven Phillips, Ingrid Smith, Wendy Lycett, Fiona MacKellar, Lynda Bradford, Jim Lyon, Maureen Swannie, Maureen Firth and Stephanie Johnston (notes).

Apologies: Mark Vincent and Sheona MacGregor.

1. Welcome and apologies

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

2. Minutes from Previous Meeting

It was noted that under apologies it should read 'Linda Halford', after that amendment it was agreed as an accurate reflection of the meeting.

3. Matter Arising and Action Log

Action 1 – it was advised that following an arranged meeting with Trade Unions, HR and Legal Services, that Stephen and Craig have committed to a piece of work to ensure consistency of approach by developing a one page document which will go to all managers as a reminder of all policies and procedures. Action 2 – Fiona advised that there are two small video clips that she hoped to show at the end of the meeting if there was time and that there are other resources that have come through the network and can be shared pending permission from her trade union.

4. Children and Families Feedback

Stephen updated that he had taken the opportunity to meet individually with 27 members within the Children and Families Social Work teams both permanent and agency staff, and included roles from Service Managers to Administration Assistants. Each meeting was at least 30 minutes, with some taking longer, and with no set agenda but each person was asked about their current experience; if they were currently feeling bullied/harassed/intimidated; did they know what to do if they did feel that way and if they were to feel that way in the future would they feel safe enough to raise their concerns. The meetings were mainly held in rooms outwith Orkney Health and Care unless agreed with the individual. Stephen advised that he would be feeding back to the team the next day.

The teams are highly motivated and dedicated to their roles. The impact of the newly established Family Support Team has already made a significant impact and if nurtured will only improve. Areas that came up which needed improvement were poor induction for new employees and poor communication. The individuals who had experienced poor induction have linked in with the work being undertaken to review

Orkney Health and Social Care Partnership

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

the process to ensure a robust system is in place. A statement to the press has been prepared and will be shared after the feedback session for staff. Stephen updated that he has committed to undertake similar sessions with other groups of staff across the services over the next year.

5. Health and Safety

Ryan updated that NHS Orkney have approved the implementation of a new health and safety management system called Control Books, which is a hybrid digital platform which can compile and collate risks assessments, check compliance and enable audits at Board level. This will be implemented over the next few months. As a result of this there will be improved visibility of risk assessments and enable better consultation with staff on matters of health and safety.

NHS Orkney has published interim guidance in relation to compensatory rest for on call work and the Terms and Conditions Subgroup will meet with every team individually to review their current processes and ensure acceptable processes are in place. Following an ask Community Nursing and Mental Health Services will be looked at nearer the start of the lengthy process. It was agreed that updates would be provided on this work as it progresses.

NHS Orkney have approved the use of a Health and Safety stress indicator tool, developed by NHS Shetland, which is the existing tool developed by Health and Safety Executive (HSE). It is hoped that this will be available by the end of the calendar year. It was updated that the Council is currently consulting on a new Mental Health and Wellbeing policy which has a lot in relation to stress within it and uses the HSE stress indicator. Craig advised that he was happy to look at the toolkit if it could be shared.

The Council's report on health and safety activity over the last year was noted.

6. Promoting Positive Behaviours

Jim updated that a local strategic group has been convened, which was a pre-requisite for joining the consortium. The formal application has been submitted and work is underway to complete the requirements for joining. There have been delays due to staff capacity across the service on collating the number of staff who need to be trained and who should be nominated. Promoting Positive Behaviours have identified trainers to come to Orkney to deliver the 3.5 days of training and have follow up discussions. Following a query about levels of training, Jim advised that all identified staff will receive some training, including de-escalation techniques, according to their role. Craig advised that he would be interested to hear more to build this into the review of pre-employment health screening for the Council. It was agreed that an email to members to confirm the dates of the Train the Trainers will be issued.

In relation to NHS staff, it was advised that when the Safety Intervention training was undertaken different cohorts of staff were provided different levels of training based

on levels of risk/likelihood of violence. Teams are ensuring they risk assess situations. Maureen S updated that Ali Sabiston and Alison Skea will be meeting shortly, and Promoting Positive Behaviour is going to be discussed.

7. Service Accommodation

Following discussion, it was agreed that a wider discussion around a long-term strategy for accommodation is required. The current accommodation situation limits services from planning and developing due to limited clinical capacity. The huge amount of goodwill and help staff have given through the migration from the Health Annex was noted. The helpfulness of staff has been greatly appreciated.

Maureen F advised that in the past Hayley Green had led a really helpful meeting where issues and needs could be discussed. Stephen agreed to speak with Hayley to revisit this group. **Action:** Stephen.

8. Finance Update

Stephen updated that Scottish Government had agreed a 5-year timescale for NHS Orkney to find financial sustainability. There are some areas where there are still efficiencies that could be made which improves outcomes. In respect of the Council, Elected Members made the decision not to savings targets for 2023/24, this is on the back of significant investment in April 2022. Work is underway to look at other revenue opportunities.

While this news is welcomed, concerns were raised that there would be cuts to services in the next financial year which weakens services. It was noted that services should be looking for opportunities and efficiency rather than service re-design and that there were no requirements for managers to find a savings percentage target. A plea was given that trade unions be kept involved in these discussions.

9. AOCB

9.1. Next Meeting

It was suggested that an update on the implementation of Health and Care Safe (Staffing) Act at the next meeting would be useful and that the length of the meetings be extended by 30 minutes.

10. Date of Next Meeting

Thursday, 29 June: 11:30 – 13:00.