

# Core Brief



## Daily update

(20 November 2023, 11.35am)

Topics in this Core Brief:

- Update from the Area Partnership Forum

## Update from the Area Partnership Forum

The Area Partnership Forum (APF) provides staff, through their Trade Unions and professional organisations, with a forum to engage formally with NHSGGC as an employer. The Forum is an opportunity for our staff representatives to hear about Board Strategies and Policies and provide comment and feedback.

The APF operates jointly with senior leader representation from across NHSGGC and Staff Side representatives from our recognised Trade Unions and professional organisations, who, together, work in partnership to the benefit of our staff and our patients. The APF is the overarching Forum with local Forums also key for staff engagement.

The APF is jointly chaired by the Employee Director, Ann Cameron-Burns and the Director of Human Resources and Organisational Development, Anne MacPherson.

The most recent Area Partnership Forum Workforce meeting took place on 15 November 2023. The following items were covered at the meeting.

## Service Updates

At every APF, the Forum receives an update from a senior leader from Acute and our HSCPs, the Director of Human Resources and Organisational Development and on this occasion our Director of Public Health on key performance activities and challenges for awareness.

At November's meeting, the Forum heard that:

- Acute occupancy rate was 92.5% with particular pressures in the QEUH and GRI. Winter plans are in place to open additional beds to address pressures.

- HSCPs reflected advised there were currently no outbreaks of Covid in care homes across our areas. However, there continues to be activity to reduce delayed discharges.
- Staff Covid absence had reduced slightly from the previous period. The good news was we welcomed all our Newly Qualified Nurses with the total round of recruitment our highest ever at 752 NQPs.
- The Forum received an update on RAAC, the type of concrete that has recently featured in the news. The survey programme of high and medium risk buildings will complete in November, with no RAAC identified in the buildings surveyed so far. A programme of surveys for low risk buildings will be developed once this first round is complete. There is a commitment to keep our staff updated on the progress and outcome of the survey.

APF members received a range of papers and presentations including:

- Personal Development Planning & Review
- Escalation process

### **Personal Development Planning & Review (PDP&R)**

Moira Macdonald, Head of Learning & Education, provided an update on personal development planning and review conversations for staff. Activity is observed by the number of PDP&R conversations on Turas Appraisal agreed by staff with their reviewer. A slight increase over previous periods for the organisation is noted. The Forum and the senior team are committed to ensure quality PDP&R take place connecting staff development to the delivery or transformation of services, and through iMatter and Investors in People staff have the opportunity to provide feedback.

Moira outlined the range of [support, training and advice](#) available for staff, managers and reviewers and highlighted the commitment of the Board to the importance that all staff have regular and ongoing dialogue with their manager about their personal development.

### **Escalation Process**

Following a discussion at the October APF, Ann Traquair Smith – Director of Diagnostics – gave an overview of the Escalation process in place for acute sites across NHS GGC.

Escalation policies are used by hospitals when responding to an increase in demand, for example a sudden inflow of patients or a reduction in capacity, or a lack of beds (to admit patients). There was a commitment to share with all APF members current winter planning and how this will mitigate the risk of escalation during winter pressures including sharing information on escalation through the Acute and Sector Partnership Forums.

## Annual Review

The APF reflected on the visit by the Scottish Health Minister on Monday 13 November 2023. The Director of Human Resources and Organisational Development and the Employee Director reflected that the meeting with the APF had gone well with members who had attended the session with the Minister noting the opportunity to provide the points that were important to their members.

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**Health, Wellbeing and Spiritual Support**



Occupational Health	Peer Support	Chaplaincy Service
If you are experiencing health and wellbeing issues, our occupational health team, including our clinical psychologists will support you when you need it most.	Peer Supporters help staff by giving them the time and safe space to talk and by providing a friendly ear to listen. This can help make sense of recent experiences, can give a sense of control and help manage difficult situations.	The spiritual care service provides compassionate, person-centred, spiritual care, bereavement, emotional and wellbeing support to staff and students from all backgrounds, beliefs, faiths and none.



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