

Core brief

Daily update
(24 August 2023, 5.20pm)

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. This ensures that staff views can be raised and can influence the work of our Health Board. The APF operates jointly with senior leader representation from 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 jointly chaired by the Employee Director, Ann Cameron-Burns and the Director of Human Resources and Organisational Development, Anne MacPherson.

The Area Partnership Forum Workforce meeting took place last week. A number of important matters were discussed at the Forum and the following is an overview for staff.

The Forum discussed the requirement to refresh the need for Staffside to be more consistently involved through the process to develop key organisational strategies and deliver programmes of work. In order that we ensure Partnership working is undertaken throughout the organisation, all staff are reminded that where engagement is required, Management Leads should seek Staff Side Partnership representatives prior to the first meeting of the project / programme of work. Should Management Leads wish to enquire about the how to engage Staff Side or to place a request for representation, please e-mail the APF Administrator, Kirstin.McKenzie@ggc.scot.nhs.uk and where possible, include a brief remit of the group / project. Guidance was issued by the Employee Director and Director of Human Resources to support this approach and this can be found on StaffNet.

APF members received a range of papers and presentations and wish to share more widely those that were approved at the meeting

- NHSGGC Public Protection Strategy & Policy - Approved
- NHSGGC Management of Intellectual Property Policy - Approved
- Refresh of Strategy for Mental Health Services – Programme commenced
- Family Nurse Partnership Implementation Plan - Approved
- Draft Staff Health Strategy 2023-25 - Approved
- Fair Work update - Noted

NHSGGC Public Protection Strategy & Policy

Public Protection is an organisational priority for NHS Greater Glasgow and Clyde. The development of a strategic framework has been carried out in two stages; reviewing the recently created Public Protection Unit (PPU) and engaging with a wide group of stakeholders and national benchmarking to create a future focused direction. The framework sets out evidence of high quality, safe and effective services that promote the protection of children and adults.

The strategy, which spans three years, sets out our approach to safeguarding and protecting people whilst supporting all staff to continue to be at the forefront of preventing and identifying people who are at risk of harm. It is aligned to key priorities and outcomes which are mapped against the following six strategic aims:

1. We keep people safe – prevent and reduce harm
2. Our staff are confident and competent
3. Our leaders and managers will ensure competent discharge of services and professional duties
4. Our strengthened approaches between and across strategic and operational practice and processes enhance our visibility and influence.
5. Our Leaders value the importance of partnership working and seek opportunities to improve its effectiveness in achieving a broad range of Public Protection outcomes for people.
6. Our quality assurance processes are SMART and developed actions consistently seek assurances of continued improvement.

Ultimately, public protection is an area of high-risk requiring specialist skills, knowledge and expertise. The strategy provides an essential framework for all to effectively deliver their safeguarding responsibilities and support the effective transition from an established child protection service to a public protection model. This process was agreed by the APF.

NHSGGC Management of Intellectual Property Policy

As with other NHS organisations, NHSGGC is obliged to manage our Research & innovation (R&I) to improve patient care and to achieve best value for money. A key part of this is the protection and exploitation of our intellectual property (IP). Our main priority, when developing IP, is patient benefit, which means that innovative new ideas and ways of working that provide health or service improvements to patients are as important as those which generate income.

The APF were asked to review the revised policy which aims to;

- Define IP
- Outline the process of identifying IP
- Clarify the ownership of IP
- Detail the management of IP
- Establish the principle of benefit sharing with respect to IP developed under collaborative projects (e.g. with industry or University) where the Board has contributed to, but does not own IP.

The APF approved the update to the policy.

Family Nurse Partnership Implementation Plan

The APF discussed the plan, which includes a proposed implementation of a new admin model for the Family Nurse Partnership (FNP) Service, which is hosted within Glasgow City HSCP Children's Services and has seven teams delivering the FNP programme across NHSGGC. The proposed service development was intended to support a move to an administration model which will create a greater skill/band mix and will support progression opportunities for administration staff.

The plan attempted to provide a wide approach in terms of efficiency and effectiveness, while maintaining the standardisation of systems and processes for the service. A further element of the plan was to ensure that recruitment to new posts would be through natural turnover of staff and no regrading of current posts or changes to existing job descriptions. The plan was agreed by the APF.

Draft Staff Health Strategy 2023-25

The draft Staff Health Strategy was considered for approval by the APF as an update to the previous strategy, which was in place for 2021-2023. The new strategy will cover a two-year period to align it with the new updated Workforce Strategy.

The APF agreed with the four areas of priority being Mental Health and Wellbeing, Fair Work, In Work Poverty and Managing Attendance.

Remember, for all your latest news stories, visit our new Staffnet Hub:
[GGC-Staffnet Hub - Home \(sharepoint.com\)](https://sharepoint.com)

If something isn't right, let's talk about... Whistleblowing



Whistleblowing

This is a way you can formally raise concerns about an issue that is in the public interest, such as patient safety or suspected malpractice.

You can find out more information about the whistleblowing

process by visiting National Whistleblowing Standards | INWO (spsa.org.uk).

To submit a formal whistleblowing concern, please email ggc.whistleblowing@ggc.scot.nhs.uk.



Staff are reminded to make sure their [personal contact details are up to date on eESS](#).

It is important to share Core Brief with colleagues who do not have access to a computer.

A full archive of printable PDFs are available on [website](#)