

ABM University Health Board	
17th January 2018 Workforce and Organisational Development Committee Agenda item: 16	
Subject	Partnership Forum Workshop
Prepared by	Kate Lorenti - Acting Director of Human Resources
Approved by	Kate Lorenti - Acting Director of Human Resources
Presented by	Kate Lorenti - Acting Director of Human Resources

1.0 Situation

A workshop was held on Monday 25th September 2017 with Staff Representatives and Senior Management from across the Health Board to facilitate partnership working with staff side colleagues in challenging times.

2.0 Background

The Health Board works hard to maintain good partnership working with Staff Representatives. In order to support the Recovery & Sustainability work within the Health Board, it was agreed that the workshop would be held to improve the understanding of the issues facing the Health Board and to give Senior Managers an improved understanding of the concerns of Staff Representatives.

From this workshop an action plan has been developed to support improved partnership working across the Health Board.

3.0 Action Plan

An action plan indicating progress to date is attached at Appendix 1

4.0 Recommendations

The Committee is asked to note the contents of this paper and progress made on the action plan.

	<ul style="list-style-type: none"> • Work with staff side to ensure that messages reach all of our staff • Widen the use of social media to communicate with staff • Develop a newsletter that is available in printed form • Develop an ideas forum for staff 	<p>Communication Department, Workforce, Staff Side</p>	<p>February 2018</p>	<p>A range of options is being considered however to be effective the forum would need resourcing to develop a truly comprehensive vehicle to gather ideas, recognise staff effectively and MOST important then take those ideas and implement across the organisation.</p> <p>Proposals will be developed at put to the Executive team Feb 2018</p>
<p>Improve relationships and understanding between managers and staff side reps</p>	<ul style="list-style-type: none"> • arrange informal discussions between the managers and staff side representatives to facilitate informal working • help staff representatives to recruit new colleagues by making their role understood and meaningful 	<p>Workforce, Delivery Units and Staff Side</p>	<p>February 2017 February 2017</p>	<p>Subject to discussions with staff side as to what approach they will be comfortable with. This will be developed in conjunction with the revised TOR for the partnership Forum</p>

	<ul style="list-style-type: none"> involve staff representatives in the delivery of the Footprints Programme 			Will be implemented for Footprints programme through 2018.
Management of Change	<ul style="list-style-type: none"> Ensure that the change is explained fully to the staff who are subject to the change and listen to their views Provide leaders and managers with the change management skills through the development of a toolkit resource, with particular emphasis on staff engagement, involvement and contribution of ideas through effective listening. 	Workforce	January 2018	<p>We are reviewing the ABMU consultation policy with a view to discussing changes with staff side in January 2018.</p> <p>Linked to the review of the consultation policy we will be reviewing existing guidance with input from managers and staff side.</p>
Review flexible working arrangements	<ul style="list-style-type: none"> Review flexible working arrangements, ensuring that they are mindful of staff's needs and are given to the most appropriate staff ensuring that service 		Done in conjunction with standardisation of shifts and E-rostering roll out	The roll out of the roster efficiency programme continues with the balance of service needs and flexible working arrangements at the core of the discussions with management and staff.

	needs are met and that quality and safety standards are maintained.			
Integrated working with social care and local authorities	<ul style="list-style-type: none"> • Develop good partnership working arrangements with social care and local authorities • Share good practice with staff side 		January 2018	Currently the health board contributes to a regional staff side forum with local Government Colleagues under the auspices of the Western Bay Programme. This provides opportunities to share good practice and discuss issues of mutual interest and concern.