APPROVED by APF on 20th July 2026

Area Partnership Forum (APF) Meeting – Action Note
Monday 18th May 2026, 3.30pm via Microsoft Teams

Present	Ewing Hope, Employee Director/Joint Chair David Stonehouse, Finance Director (Interim) Allina Das, Royal College of Nursing Matt McLaughlin, UNISON Wendy Smith, Royal College of Midwives Nicola Graham, Director of Corporate Support Services Lorna Sim, Royal College of Nursing Craig Lean, Assistant HR Director Kirstin Dickson, Director for Transformation and Sustainability Frances Ewan, Unite Mark Inglis, Director of South Health & Social Care Partnership Carrie Fivey, Organisational Development Manager Elizabeth Bruce, Chartered Society of Physiotherapy Jennifer Wilson, Nurse Director Sarah Leslie, HR Director Lisa Davidson, Assistant Director of Public Health Lucie Fontana, British Association of Occupational Tom Cairney, UNISON Lovina Reid, UNISON Vicki Campbell, Acute Director Roisin Kavanagh, Pharmacy Director Kimberley Montgomerie, Business Support Manager/UNITE Louise Sinclair, Royal College of Podiatrists Ken Brown, Partnership rep for Acute Tracy Scott, Wellbeing Lead
Apologies:	David Black, Head of Learning and Development Caroline Cameron, Director of North Health & Social Care Partnership Gordon James, Chief Executive (Interim)/Joint Chair Lorna Kenmuir, Assistant HR Director

	Craig McArthur, Director of East Health & Social Care Partnership
	Crawford McGuffie, Medical Director
	Lynne McNiven, Director of Public Health
	Miriam Porte, Communications Manager
	Claire Riddall, Learning and Organisational Development Manager
	Calum Anderson, British Medical Association
	Pauline Brady, UNISON deputy
	Claire Craig, Chartered Society of Physiotherapy
	Nicola Galt, Society of Radiographers
	Deborah Logan, British and Irish Orthoptic Society
	Sam Mullin, General Municipal Boilermakers Union
	Christopher Pitt, Federation of Clinical Scientists
In attendance:	Mark Hogarth, Human Resources Manager
	Alistair Reid, Director of Allied Health Professions
	Carole Murray, Royal College of Nursing
	Graham Armstrong, Head of Occupational Health and Safety
	Kenneth Wallace,

Item	Title and Summary of Discussions	Action/Outcome	Owner
1.	**Welcome and Apologies**		
	The meeting was opened by the Chair, Ewing Hope, who welcomed attendees. Apologies were noted as recorded.		
2.	**Previous Meeting Note: 16 March 2026**		
	The minute of the previous meeting was approved as an accurate record.		
3.	**Matters Arising**		
3.1	**Update on hearing availability**		
	It was noted that an update will be provided at a future meeting.		
3.2	**Give Respect Get Respect**		
	Carry Fivey presented paper 3.2 and advised that there was general acceptance of the programme and its corporate approach. A more focused delivery model has been developed. Pilot sites have been agreed, informed		

	by data and engagement with staff side and leadership. A further update will be provided on impact following implementation.		
3.3	**Updated Position on Band 5 Nurse Appeals**		
	Sarah Leslie provided an update and advised the following: • The process is progressing positively in partnership with Trade Unions. • A formal note of thanks was recorded to staff side representatives. • Work is ongoing to improve panel efficiency and progress appeals. • A request was made for: A formal position statement including appeal numbers and next steps Clarification on previously matched posts	Provide detailed update on appeals position, numbers and next steps.	SL
3.4	**MAST Update on NHS Ayrshire and Arran Health and Safety Module**		
	Carrie Fivey and Graham Armstrong advised that feedback from the previous meeting has been considered. Work is ongoing to ensure: Legal compliance and Minimal duplication of training. A further meeting will finalise the approach.		
4.	**Presentation/Updates**		
4.1	**NHS Ayrshire and Arran Assurance Board**		
	David Stonehouse provided an update on the NHSAA Assurance Board and advised that the Assurance Board continues to provide support and challenge, with a focus on Savings programme delivery, Financial position, Risk reporting. Increased scrutiny is in place. Minutes will be published publicly. Members requested continued updates to APF, which was agreed. Discussion highlighted: • Ongoing concerns regarding delayed discharge • Recognition of financial pressures across health and social care		
4.2	**Best Value**		
	Kirsti Dickson presented a high-level Best Value plan. Members emphasised the need for greater detail and transparency and consideration of inflation and workforce impacts.	It was agreed that a dedicated APF workshop would provide detailed discussion.	All

4.3	**Financial Management Report**		
	David Stonehouse shared a presentation on the Financial Management Report. Key themes included: • Workforce planning and bank/overtime spend • Pressures from unfunded beds and capacity challenges • Importance of permanent workforce recruitment Discussion highlighted: • A need to balance financial control with safe staffing • Recognition that flow and delayed discharge remain critical issues	A joint piece of work to be progressed on safe staffing, workforce response and system pressures.	VC/SL/GJ/EH
4.4	**Discussion on APF Workshop**		
	It was agreed that an APF workshop would be arranged to explore Best Value proposals in detail and support meaningful engagement on change and transformation.		
5.	**Safe Staffing Update**		
	Alistair Reid presented paper 5 and advised that reporting processes were outlined (quarterly and annual). It was noted that UNISON did not support the final report, raising concerns that it does not fully reflect workforce experience in some areas.		
6.	**Health, Safety and Well being update**		
	Graham Armstrong provided an update and advised that work is ongoing to redesign reporting and governance structures. Future reports will be more targeted and accessible.		
7.	**Terms and Conditions**		
7.1	**Implementation Reduced Working Week**		
	Craig Lean presented paper 7.1 and advised that implementation is progressing; no significant unresolved issues reported. Concerns were raised regarding: • Consistency across partnerships • Annual leave application and potential inequity	Review specific concerns raised regarding inequity in implementation Clarify guidance (including FAQ update if required)	CL/EH CL/EH

7.2	**Band 5 Nursing Review/Job Evaluation updates**		
	Paper noted. Further updates to be provided.		
8.	**Policy**		
8.1	**APF Policy Updates**		
	Mark Hogarth shared the following policy updates: **Smoke Free Grounds Policy** Supported, with discussion on enforcement and staff safety. **Triggers and Support Plans** Significant concern raised regarding lack of person-centred approach and proposed 12-month support period.	The Triggers and Support Plans policy was not approved and to be referred back to Policy Development Group for further work, including consideration of: Case studies and Person-centred application.	MH/ Policy Developm ent Group
8.2	**Staff Privacy Statement (For approval)**		
	APF approved this policy.		
8.3	**Compensatory Rest proposal**		
	APF supported this policy.		
9.	**Best Value & Delivering Caring for Ayrshire Engagement & Communication Plan for 2026/27**		
	Kirsti Dickson presented paper 9 and emphasised the need for early and meaningful engagement with staff and clear communication during organisational change. Members highlighted the importance of genuine partnership and the need to recognise differing views within industrial relations.		
10.	**Any Other Competent Business**		
	Salary Sacrifice (Car Scheme) Guidance – Wendy Smith request for a single, clear guidance document outlining process and points of contact.	Develop and circulate guidance to APF members.	SL/DS/EH
11.	**Date of Next APF Meeting**		
	Monday 20th July 2026 via MS Teams at 2.00pm.		