

NHS Greater Glasgow & Clyde	Paper No. 24/157
Paper Title	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	17 December 2024
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee	Staff Governance Committee
Date of Reporting Committee	19 November 2024
Committee Chairperson	K Miles, Co-Chair

1. Purpose of Paper:

The purpose of this paper is to inform the NHS Greater Glasgow and Clyde (NHSGGC) Board on key items of discussion at the most recent meeting of the NHSGGC Staff Governance Committee (the Committee).

2. Recommendation:

The Board is asked to note the key items of discussion at the meeting of the Committee on Tuesday 19 November 2024, as set out below and seek further assurance as required.

3. Key Items of Discussion:

3.1 Assurance Presentations

- For assurance.
- The Committee received presentations from the Human Resources and Organisational Development Directorate and West Dunbartonshire HSCP, which included results from the 2023 iMatter Survey, a range of good practice examples and evidence of how each of the five strands of the Staff Governance Standard are being met. Leading the Board to liP accreditation was showcased within Human Resources and Organisational Development, with West Dunbartonshire HSCP highlighting work being undertaken towards becoming a Trauma Informed organisation.

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- The Committee noted the assurance presentations and recognised the good examples provided against the five strands of the Staff Governance Standard.

3.2 Safety, Health and Wellbeing

- For assurance.
- The Committee was provided with an update on Ligature Risk Reduction, Enforcement Action at Leverndale and the Royal Alexandra Hospital, Health and Safety Audits, the Safety, Health and Wellbeing Task Calendar, Statutory and Mandatory HSE Training Compliance and overdue Datix incidents.
- The Committee noted the updates provided.

3.3 Staff Governance Standard Compliance 2023-2024

- For approval.
- The Committee considered a proposed response to the Scottish Workforce & Staff Governance (SWAG) Committee, who requested Boards provide assurance that they are committed to upholding the Staff Governance Standard to support our workforce and effective partnership working. As part of the return, SWAG also requested Board data on bullying and harassment, whistleblowing and retire and return data.
- The Committee approved the draft response which will be submitted by 6 December 2024.

3.4 Workforce Strategy 2021-25 and Widening Access to Employment Update

- For assurance (Workforce Strategy 2021-25) and awareness (Widening Access to Employment Update).
- The Committee received an update on the Phase Four Action Plan, which continues to build upon the success of the Workforce Strategy 2021-2025. As part of the report, there was a specific focus on Widening Access to Employment, which covered Apprenticeships, the HCSW Academy and Career Promotions. The Committee also viewed a [video](#), which focussed on how, as an anchor organisation, NHSGGC creates opportunities for people, unlocks potential, fosters innovation and supports patient care.
- The Committee noted the updates provided.

3.5 Staff Health Strategy

- For approval.
- The Committee was informed about the work being undertaken to support delivery of the Staff Health Strategy 2023-25, including Peer Support training and hubs, Civility Saves Lives Groups, the Staff Hardship Fund, and Psychological Service. The Committee noted that priorities within the Strategy include strengthening support for mental health and wellbeing, promoting NHSGGC as a fair and healthy workplace, mitigating inequalities in health and support for managing attendance.

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- The Committee noted the updates provided.

3.6 Health and Care Staffing Scotland Act (HCSSA)

- For assurance.
- The Committee was provided with an update on the programme, noting that the full annual report will be considered for approval by the Committee in February 2025 and the Board in April 2025.
- The Committee noted the update and assurance provided.

3.7 Medical Revalidation

- For assurance.
- The Committee was provided with a summary of progress made on the key objectives set for the appraisal year 2023/24, highlighting that NHSGGC continue to ensure that the appraisal process is supportive and person-centred. The Committee noted the key objectives being delivered in 2024/25 and that that NHSGGC has a robust appraisal and revalidation process, with appraisal and revalidation rates in-line with other Health Boards in Scotland.
- The Committee noted the update and assurance provided.

3.8 Sexual Harassment / Equally Safe at Work

- For assurance.
- The Committee was provided with an update on the Sexual Harassment: Cut It Out programme and the Equally Safe at Work accreditation, noting the outputs from the Test of Change and progress with the organisation wide roll out.
- The Committee noted the update and the assurance provided.

3.9 Board Anti-Racism Plan

- For assurance.
- The Committee was provided with an update and outline of the Board's Anti-Racism Plan, noting that this is a significant milestone in NHSGGC's journey to remove discrimination, promote equality of opportunity and foster good relations. Committee members were content for the Plan to be considered by the Board, for approval and adoption, on 17 December 2024.
- The Committee noted the update and the assurance provided.

3.10 Audit Plan Update: Succession Planning

- For assurance.
- The Committee was advised that all actions on the Audit Plan in relation to succession plan were complete, with one due for completion in December 2024.
- The Committee noted the update and the assurance provided.

3.11 Risk Register

- For approval.

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- The Committee noted that in addition to the monthly review of Corporate Risks, this quarter, four detailed reviews have been completed. The Committee also noted that the “Managing Staff Absence” risk had been escalated from the Human Resources and Organisational Development Directorate Risk Register to Corporate Level
- The Committee approved the updated Risk Register.

4. Issues for referral to other Standing Committees or escalation to the NHS Board:

There were no issues for referral to other Standing Committees.

5. Date of Next Meeting:

The next meeting of the Staff Governance Committee will take place on Tuesday 18 February 2025.