

NHS Greater Glasgow and Clyde	Paper No. 25/115
Paper Title:	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	21 August 2025
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee:	Staff Governance Committee
Date of Reporting Committee:	12 August 2025
Committee Chairperson:	Ann Cameron-Burns, 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 12 August 2025, 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 Inverclyde and East Renfrewshire HSCPs, which included results from the 2025 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.
- The Committee noted the assurance presentations and recognised the good examples provided against the five strands of the Staff Governance Standard.

3.2 Health and Safety Policy

- For approval.
- The Committee was asked to review and approve the Health and Safety Policy, which had been previously approved by the CMT and was due to go to the Area Partnership Forum on 13 August 2025.
- The Committee was content to receive the policy for virtual approval following review at APF.

3.3 Workforce Strategy 2025-30 Phase One Action Plan and Leadership and Development Activity

- For assurance.
- The Committee reviewed the Phase One Action Plan of the Workforce Strategy 2025-2030. As part of the report, there was a specific focus on Leadership and Development activity, covering Investors in People, Civility Saves Lives, the Success Register and key leadership programmes.
- The Committee noted the updates provided.

3.4 Health And Care Staffing Scotland Act Programme Update

- For assurance.
- The Committee considered the quarterly report on the HCSSA, which is provided to the Committee each quarter.
- The Committee noted that the Quarter 4 report (January to March 2025) received Reasonable Assurance, showing improved compliance with the Act compared to Quarter 3.

3.5 Nursing and Midwifery Council Referrals and Assurance (Annual Report)

- For assurance.
- The Committee was updated on Nursing and Midwifery Council referral activity across the Board, during the period 2024-2025 and provided with assurance that all NHSGGC referrals are managed consistently.
- The Committee noted the annual report and assurance provided.

3.6 Board Appeals Update

- For assurance.
- The Committee reviewed an update report on Board-level appeals following a question raised in May 2025 regarding delays in progressing hearings. The report highlighted the current position, improvement actions implemented and planned mitigations.
- The Committee noted the update and requested that the paper be updated to reflect the support provided by the Non-Executive Board Members.

3.6 Internal Audit – Staff Training and Development and Succession Planning

- For assurance.
- The Committee considered the internal audits on Staff Training and Development and Succession Planning. In addition, the Committee were also provided with a focussed update on Personal Development Planning and Review.
- The Committee noted the update and the assurance provided around implemented actions, however, due to the performance remaining below target it was agreed that this would be escalated to the Board for action and support.

3.7 Risk Register

- For approval.
- The Committee noted that the six risks assigned to the Staff Governance Committee had been reviewed monthly by the Human Resources Senior Management Team and Corporate Management Team. The Committee agreed that the risks are clearly described, appropriate and the proposed mitigating actions will address the risks.
- 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:

Thursday 20 November 2025.