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| NHS Greater Glasgow & Clyde | Paper No. 25/89 |
| Paper Title: | Standing Committee Chair's Board Report |
| Meeting: | NHSGGC Board Meeting |
| Date of Meeting: | 24 June 2025 |
| Purpose of Paper: | For Assurance |
| Classification: | Board Official |
| Name of Reporting Committee: | Staff Governance Committee |
| Date of Reporting Committee: | 20 May 2025 |
| 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 20 May 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 the Public Health Directorate and Glasgow City HSCP, which included results from the 2024 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. Workforce planning was showcased within Public Health, while Glasgow City HSCP highlighted their Performance Review Group.
- 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.

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- The Committee was provided with an update on Ligature Risk Reduction, Enforcement Activity at Vale of Leven, the QEUH and the Royal Alexandra Hospital and Safety Culture Framework.
- The Committee noted the updates provided.

3.3 Workforce Strategy 2021-25 and Equality, Diversity and Inclusion Activity

- For assurance (Workforce Strategy 2021-25) and awareness (Equality, Diversity and Inclusion activity).
- The Committee received an update on the conclusion of the Workforce Strategy 2021-2025. As part of the report, there was a specific focus on Equality, Diversity and Inclusion activity, covering the Workforce Equality Group Action Plan 2025/26, the Sexual Harassment: Cut it Out programme and the Board's Anti-Racism Plan.
- The Committee noted the updates provided.

3.4 Workforce Strategy 2025-30

- For approval
- The Committee considered the Workforce Strategy 2025-30, including its development and alignment with the Board's "Moving Forward Together" framework.
- The Committee approved the Strategy for submission to the Board in June 2025.

3.5 Medical Revalidation

- For assurance.
- The Committee was provided with a summary of progress made on the key objectives set for the appraisal year 2024/25, highlighting that NHSGGC continue to ensure that the appraisal process is supportive and person-centred. The Committee noted 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.

3.6 Workforce Plan 2025-28

- For assurance.
- The Committee were provided with the final version of the Workforce Plan 2025-28, noting its development and that Plan will shortly be published, with an associated action plan developed.
- The Committee noted the Workforce Plan 2025-28 and were assured by its content.

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.

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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: Tuesday 12 August 2025.