

NHS Greater Glasgow and Clyde	Paper No. 24/79
Paper Title:	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	25 June 2024
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee:	Staff Governance Committee
Date of Reporting Committee:	21 May 2024
Committee Chairperson:	Ketki 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 21 May 2024, as set out below and seek further assurance as required.

3. Key Items of Discussion:

3.1 Assurance Presentation

- For assurance.
- The Committee received a presentation from the Estates and Facilities Directorate, which included results from the 2023 iMatter Survey and a range of good practice examples. The successful 'Winter Planning Recruitment Drive' was showcased as the Directorate's case study.

- The Committee noted the assurance presentation 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 Health and Safety Audits, the Safety, Health and Wellbeing Task Calendar, Statutory and Mandatory HSE Training Compliance, Enforcement Activity and the work being done to support the Staff Health Strategy, including Peer Support training and hubs, Civility Saves Lives Groups, the Staff Hardship Fund, and Psychological Service.
- The Committee noted the updates provided.

3.3 Workforce Strategy 2021-25 and Workforce Equalities Update

- For assurance.
- The Committee was advised that the Strategy has entered its concluding phase (April 2024-March 2025) and the corresponding Phase Four Action Plan is currently being developed and will be presented to the Corporate Management Team for approval in June 2024. The Committee were provided with an update on Workforce Equalities, with all but one of the Workforce Equality Group Action Plan 2023/24 being fully delivered and the 2024/25, currently being developed, in partnership. Following the meeting, Committee members were sent a link to a [video](#), which focusses on Pride and the LGBTQ+ Forum.
- The Committee noted the updates provided.

3.4 Health and Care Staffing Scotland Act (HCSSA)

- For assurance.
- The Committee was provided with an update on the programme, noting that testing of the Act is currently complete in 11 of the 14 Cluster Groups and that the programme will now move, in parallel, to its Implementation phase.
- The Committee noted the update and assurance provided.

3.5 Agenda for Change Update

- For awareness.
- The Committee was provided with an update on NHSGGC's implementation of the Agenda for Change non-pay aspects of the 2023/24 pay deal. The Committee noted that three Implementation Groups had been established to deliver the programme of work: Protected Learning Time, Review of Band 5 Nursing roles and Reduction in the Working Week, with over 50% of NHSGGC Agenda for Change staff reducing their working week by 30 minutes (pro-rata for part time staff) at 11 May 2024.
- The Committee noted the update.

3.6 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 outlined for 2024/25 and

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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.

3.7 Human Resources Corporate Risk Register

- For approval.
- The Committee considered the updated review notes of the Human Resources Corporate Risk Register, with no changes proposed to any risk scores.
- The Committee approved the Human Resources Corporate Risk Register in full.

3.8 Site Visits

- For assurance.
- As part of the Board Members' visiting programme, on 10 May 2024, three members of the Staff Governance Committee, including the two Co-Chairs, visited the Radiotherapy Physics team at the Beatson West of Scotland Cancer Centre. Committee members received a tour of the facilities, learning about the work undertaken in these highly skilled technical and scientific areas. The Committee observed the team's flexibility and complex focus on patient treatment plans. Committee members will visit the Human Resources and Organisational Development teams based at West Glasgow ACH on 5 June 2024 to meet teams from across the Directorate.
- The Committee noted the update provided.

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 13 August 2024.