

NHS Greater Glasgow and Clyde	Paper No. 26/96
Paper Title:	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	25 June 2026
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee:	People and Staff Governance Committee
Date of Reporting Committee:	7 May 2026
Committee Chairperson:	Cath Cooney, 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 People and 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 Thursday 7 May 2026, 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 Acute Services and the Nursing Directorate, which included evidence of how three key strands of the Staff Governance Standard are being met through attendance management, how iMatter feedback is being used and improving PDP&R compliance. Acute Services showcased Geriatric Orthopaedic Rehabilitation Unit Redesign as their case study, with the Nursing Directorate highlighting the Annual Workplan, the Big Conversation and the evolution of safe staffing tool runs.

- The Committee noted the assurance presentations and recognised the good examples provided.

3.2 Internal Communications and Employee Engagement Strategy

- For assurance.
- The Committee reviewed progress against delivery of the Strategy and proposals for 2026/27, noting strengthened engagement activity, enhanced leadership visibility and continued development of communication channels. It was agreed that extending the current Strategy for a further year would support stability and consolidation during a period of organisational change.
- The Committee noted the updates provided, agreeing to delay approval of the 2026/27 Action Plan until a later date to take consideration of the upcoming Board Seminar where Corporate Objectives will be discussed.

3.3 Safety, Health and Wellbeing

- For assurance.
- The Committee was provided with an overview of the Health and Safety dashboard, noting performance across key indicators and the requirement for continued focus on statutory training compliance, incident reporting and violence and aggression training.
- The Committee was assured by the improved visibility of performance and planned actions to address areas of variation.

3.4 Fairer NHSGGC Monitoring Report

- For approval.
- The Committee reviewed the Monitoring Report and associated Anti-Racism Plan, noting compliance with statutory obligations and strong partnership engagement.
- The Committee approved the report for submission to the Board.

3.5 Workforce Strategy Action Plan and Equalities Update

- For assurance.
- The Committee noted completion of Phase One of the Workforce Strategy 2025–2030, with the majority of actions delivered and remaining actions progressing into Phase Two. An accompanying workforce equalities update highlighted continued progress in areas including anti-racism, reasonable adjustments and leadership development, supported by robust governance arrangements. The Committee also noted that outstanding actions from the People Committee Development Plan will be added to the Workforce Strategy Action Plan.
- The Committee was assured by the updates.

3.6 Culture Programme

- For assurance.
- The Committee received an update on the Culture Programme, noting the comprehensive evidence base informing development and the proposed outputs, including a defined culture statement, supporting toolkit and strengthened leadership behaviours.
- The Committee was assured by the structured approach and governance arrangements.

3.7 Medical Revalidation

- For assurance.
- The Committee reviewed appraisal and revalidation activity, noting that robust systems are in place to support compliance with statutory requirements. Ongoing work to strengthen appraisal capacity and completion rates, particularly within Secondary Care, was also noted.
- The Committee was assured by the update.

3.8 Board Appeals and Bullying & Harassment

- For assurance.
- The Committee noted the sustained increase in Board Appeals activity and the actions taken to improve timeliness and governance. An update on bullying and harassment cases highlighted ongoing challenges in case duration, with strengthened oversight and targeted improvement actions in place.
- The Committee was assured by the updates.

3.9 Risk Register

- For approval.
- The Committee considered the People and Staff Governance Risk Register and agreed that the risks are appropriately described, with suitable mitigating actions in place.
- 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 will take place on 20 August 2026 at 9.30am.