

<b>NHS Greater Glasgow and Clyde</b>	<b>Paper No. 26/22</b>
<b>Paper Title:</b>	<b>Standing Committee Chair's Board Report</b>
<b>Meeting:</b>	<b>NHSGGC Board Meeting</b>
<b>Date of Meeting:</b>	<b>26 February 2026</b>
<b>Purpose of Paper:</b>	<b>For Assurance</b>
<b>Classification:</b>	<b>Board Official</b>
<b>Name of Reporting Committee:</b>	<b>Staff Governance Committee</b>
<b>Date of Reporting Committee:</b>	<b>12 February 2026</b>
<b>Committee Chairperson:</b>	<b>Mehvish Ashraf, Co-Chair</b>

### 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 Thursday 12 February 2026, as set out below and seek further assurance as required.

### 3. Key Items of Discussion:

#### 3.1 Future of Staff Governance Committee

- For awareness.
- The Committee was advised that in early 2025, the Board created a new Standing Committee (People Committee) focused on organisational culture and equality, diversity and inclusion. As this work has developed, the Board has agreed to merge the Staff Governance Committee and the People Committee into a single People and Staff Governance Committee by April 2026. This merged committee will strengthen and streamline oversight of workforce matters, staff experience, organisational culture, and key areas such as Speak Up, whistleblowing, communication and engagement. The change reflects

NHSGGC's commitment to prioritising these important aspects of organisational culture.

- Committee members noted the update.

### **3.2 Assurance Presentations**

- For assurance.
- The Committee received presentations from the Finance and Estates and Facilities Directorates 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. The Estates and Facilities Directorate showcased the 2025 Staff Awards as their case study, with the Finance Directorate highlighting staff involvement in the development of the Board's Procurement Strategy.
- The Committee noted the assurance presentation and recognised the good examples provided.

### **3.3 iMatter 2025**

- For assurance.
- The Committee was provided with an update on iMatter 2025 activity, noting that the Employee Engagement Index increased by one point to 77, with a slight increase in the overall number of responses. The Committee was advised that 71% of staff agree or agree strongly that they are confident to safely raise any concerns they have.
- The Committee noted the updates provided.

### **3.4 Workforce Strategy 2025-30 Phase One Action Plan and Core Human Resources 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 Core Human Resources Activity, covering the Heads of HR and HR Managers, the HR Support and Advice Unit and Medical Staffing teams.
- The Committee noted the updates provided.

### **3.5 Sexual Harassment: Cut It Out and Equally Safe at Work**

- For assurance.
- The Committee was provided with an update on activity around the Sexual Harassment: Cut It Out and Equally Safe at Work Programmes. As part of this, the Committee was informed that NHSGGC had been awarded Equally Safe at Work Bronze status in January 2026.
- The Committee noted the updates provided.

### **3.6 Health and Care Staffing Scotland Act Programme Update**

- For approval.
- The Committee considered the draft annual report, noting the assurance level at the end of quarter three and the project assurance for the end of quarter four as Reasonable. Due to a delay with this paper being issued for governance reasons, Committee members agreed to provide any comments and approve virtually by 19 February 2026.
- The Committee will further consider the Annual Report for submission to the Board.

### **3.7 Workforce Plan – Annual Update**

- For assurance.
- The Committee was provided with an update on the Workforce Plan 2025-28, noting that 60 actions, nine had been closed, two complete, 21 with an approaching deadline and 28 in progress.
- The Committee noted the update and assurance provided.

### **3.8 Risk Register**

- For approval.
- The Committee noted that the five 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:**

This was the last meeting of the Staff Governance Committee. The date of the first meeting of the new combined People and Staff Governance Committee is to be confirmed.