

NHS Greater Glasgow and Clyde	Paper No. 26/121
Paper Title:	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	27 August 2026
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee:	People and Staff Governance Committee
Date of Reporting Committee:	20 August 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 20 August 2026, as set out below and seek further assurance as required.

3. Key Items of Discussion:

3.1 Staff Story: Carer Positive Accreditation

- For Assurance.
- The Committee viewed a video, focussed on NHSGGC's recent Carer Positive Exemplary accreditation, which included lived experience from a staff member with caring responsibilities.
- The Committee noted the assurance provided by the accreditation.

3.2 Assurance Presentations

- For Assurance.
- The Committee received presentations from the Medical Directorate and Digital Services, 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 Medical Directorate showcased the Phasing of TURAS Reviews and Improved PDP communication within Pharmacy as their case study, with Digital Services highlighting Improvement in Attendance. In discussion, the Committee noted the value of future updates demonstrating how such activities contribute to the delivery of the new Corporate Aims and Objectives.
- The Committee noted the assurance presentations and recognised the good examples provided.

3.3 Workforce Strategy 2025-30: Phase Two Action Plan and Leadership and Culture Update

- For Assurance.
- The Committee noted progress with Phase Two of the Workforce Strategy 2025–2030. An accompanying leadership and culture update provided specific focus on Investors in People, Civility Saves Lives, the Success Register and key leadership programmes.
- The Committee was assured by the updates.

3.4 Nursing and Midwifery Council Referrals and Assurance

- For Assurance.
- The Committee was updated on Nursing and Midwifery Council referral activity across the Board, during the period 2025-2026 and was provided with assurance that all NHSGGC referrals are managed consistently.
- The Committee noted the annual report and assurance provided.

3.5 Health and Care Staffing Scotland Act Programme Update (2025/26 Annual Report and 2026/27 Q1 Report)

- For Approval and Assurance.
- The Committee considered the report on the HCSSA, which is provided to the Committee each quarter. The Quarter 4 report (January to March 2026) noted reasonable assurance. The Quarter 1 report (April to June 2026) also noted reasonable assurance.
- The Committee approved the Quarter 4 report for submission to Healthcare Improvement Scotland and noted assurance received on the Quarter 1 report.

3.6 Once for Scotland Workforce Policies/Supreme Court Ruling

- For Assurance.
- The Committee were advised that following the 2025 Supreme Court judgement, the Equality and Human Rights Commission (EHRC) has published its updated Code of Practice for services, public functions and associations and its implications for safe dignified and lawful patient care. This Code of Practice came into force on 5 August 2026.
- The Committee were advised that the NHSGGC Policy is currently being developed alongside a staff training plan, which will be presented to the NHS Board for approval.

3.7 Engagement and Involvement Overview 2025/26

- For Assurance.
- The Committee was provided with an overview of the range of the stakeholder engagement and involvement activity undertaken during 2025-2026 across NHS Greater Glasgow and Clyde and the Health and Social Care Partnerships.
- The Committee was assured by the update.

3.8 Board Appeals and Bullying & Harassment Update

- 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 continued challenges in case duration, with strengthened oversight and targeted improvement actions in place.
- The Committee was assured by the updates.

3.9 2025/26 Audit Plan Update: Workforce Planning

- For Assurance.
- The Committee considered the Internal Audit on Workforce Planning, noting the update and the assurance provided around implemented actions.
- The Committee was assured by the update.

3.10 Staff Governance Workforce Planning Report

- For Assurance
- The Committee consider the Governance Workforce Planning Report noting the update of workforce data and performance.
- The Committee was assured by the update.

3.11 Extract of the 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.

3.12 Remuneration Committee

- For Assurance
- The Committee was provided with an update from the Remuneration Committee meetings which took place on 27 May and 9 July 2026, and included Executive End of Year Performance Outcomes and Objectives for 2026/27.
- The Committee noted assurance from the update provided.

3.13 Area Partnership Forum Report

- For Awareness
- The APF report and APF minutes of 20 April 2026, 13 May 2026 and 27 May 2026 were presented to the Committee for awareness.

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 19 November 2026 at 9:30 am.