NHS Greater Glasgow & Clyde	Paper No. 25/22
Paper Title	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	25 February 2025
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee	Staff Governance Committee
Date of Reporting Committee	18 February 2025
Committee Chairperson	A Cameron-Burns, 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 18 February 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 Acute Services and East Dunbartonshire 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. Work to support NHSGGC being an Employer of Choice was showcased within Acute Services, with East Dunbartonshire HSCP highlighting their induction pathway.

- The Committee noted the assurance presentations and recognised the good examples provided against the five strands of the Staff Governance Standard.

3.2 Staff Engagement
- For assurance (Internal Communications and Employee Engagement Strategy Update) and for awareness (iMatter 2024).
- The Committee was provided with an update on deliverables from the 2024/25 Internal Communications and Employee Engagement Strategy Action Plan and an update on iMatter 2024 activity, noting that the Employee Engagement Index score remained steady, with a slight increase in the overall number of responses.
- The Committee noted the updates provided.

3.3 Workforce Strategy 2021-25 and Core Human Resources Activity
- For assurance (Workforce Strategy 2021-25) and awareness (Core Human Resources activity).
- The Committee received an update on the Phase Four Action Plan, which continues to build upon the success of the Workforce Strategy 2021-2025. As part of the report, there was a specific focus on Core Human Resources Activity, covering the Head of HR and HR Manager Team, the HR Support and Advice Unit and Medical Staffing. The Committee also viewed a video, showcasing some of the services that these teams provide.
- The Committee noted the updates provided.

3.4 Health and Social Care Workforce Planning 2025 – Scottish Government Response
- For awareness.
- The Committee noted that on 17 December 2024, Scottish Government advised that rather than develop three-year workforce plans (2025-2028), Scottish Health Boards should instead provide information in a standard reporting template

with nine key questions for completion. Committee members reviewed the draft question responses which will be submitted by 17 March 2025.

- The Committee noted the updates provided.

3.5 Health and Care Staffing Scotland Act (HCSSA): Annual Report

- 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.
- The Committee approved the Annual Report for submission to the Board.

3.6 Medical Education

- For assurance.
- The Committee was provided with an update on quality control in Medical Education and the quality improvements and progress in respect of the General Medical Council Enhanced Monitoring status. The Committee was advised that only one site (General Internal Medicine at Queen Elizabeth University Hospital) remains under Enhanced Monitoring, with action plans in place to progress to de-escalation. Achievements including a reduction in Quality Management Visits, improving Foundation training, induction 2024 success and support for International Medical Graduates were all highlighted.
- The Committee noted the update and assurance provided.

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.

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 20 May 2025.