

NHS Greater Glasgow and Clyde	Paper No. 24/104
Paper Title:	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	27 August 2024
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee:	Staff Governance Committee
Date of Reporting Committee:	13 August 2024
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 13 August 2024, as set out below and seek further assurance as required.

3. Key Items of Discussion:

3.1 Urgent Items of Business: UK Riots – Islamophobia and Anti-Racism

- For assurance.
- The Committee discussed the UK riots that had taken place, firstly acknowledging the tragic deaths of three young people and the impact on their families. The Committee noted the communication and support provided to staff and patients and the additional planned anti-racism initiatives. The Committee noted further actions will be considered through the Workforce Equality Group.

3.2 Assurance Presentations

- For assurance.
- The Committee received presentations from the Medical Directorate and Renfrewshire HSCP, which included results from the 2023 iMatter Survey and a range of good practice examples. The appointment of a Compliance Officer was showcased within Renfrewshire HSCP and with the Medical Directorate highlighting the Glasgow Clinical Research Facility's Staff Wellness Project.
- The Committee noted the assurance presentations and recognised the good examples provided against the five strands of the Staff Governance Standard.

3.3 Workforce Strategy 2021-25 and Leadership & Culture Update

- For assurance (Workforce Strategy 2021-25) and awareness (Leadership & Culture Update).
- The Committee received an update on the Phase Three Action Plan, which continues to build upon the success of the Workforce Strategy 2021-2025. There was a focus on Leadership and Culture, which covered Civility Saves Lives, Investors in People, Senior and Medical Manager Programmes, the Success Register and the BME Leadership Programme. The Committee also viewed a [video](#), which focussed on participants' experiences of the Senior Management Programme and BME Leadership Programme.
- The Committee noted the updates provided.

3.4 Nursing and Midwifery Council Referrals and Assurance (Annual Report)

- For assurance.
- The Committee was updated on Nursing and Midwifery Council referral activity across the Board, during the period 2023-2024

BOARD OFFICIAL

and provided with assurance that all NHSGGC referrals are managed consistently.

- The Committee noted the annual report and assurance provided.

3.5 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 one site (General Internal Medicine at Queen Elizabeth University Hospital) remains under Enhanced Monitoring, with action plans in place to progress to de-escalation.
- The Committee noted the update and assurance provided.

3.6 Career Grade Medical and Dental Job Planning: Audit

- For assurance.
- The Committee was advised that following a 2023 external audit that highlighted job planning issues, corrective actions have been implemented into the job planning process. Reviews are on-going and the current sign-off at 9 August 2024 is 60% and 75% have been agreed in the last year.
- The Committee noted the update and the assurance provided around implemented actions.

3.7 Audit Plan Update: Staff Attendance and 2024/25 Audits

- For assurance.
- The Committee was advised that all actions on the Audit Plan in relation to managing staff attendance were on track to be complete by the end of August 2024. The Committee was also advised that an Audit Plan for 2024/25 was considered and approved by the Audit and Risk Committee in March 2024. Staff Training and Development and Succession Planning are both included in the 2024/25 plan. The Committee also noted that challenges around staff absences are being addressed with support from partnership colleagues via a number of initiatives, including performance management and support for flexible working.
- The Committee noted the update and the assurance provided.

3.8 Workforce Plan Annual Update

- For assurance.

BOARD OFFICIAL

- The Committee was provided with assurance on progress against agreed Workforce Plan actions throughout Year Two (2023/24) and progress to date on actions for Year Three (2024/25).
- The Committee confirmed it was assured by the update and noted that the next iteration of the Workplace Plan is being developed and would be presented to the Committee at the appropriate time.

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 19 November 2024.