

NHS Greater Glasgow and Clyde	Paper No. 23/64
Paper Title	Standing Committee Chair's Board Report
Meeting:	Board Meeting
Date of Meeting:	29 August 2023
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee	Staff Governance Committee
Date of Reporting Committee	22 August 2023
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 22 August 2023 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 East Renfrewshire HSCP and the eHealth Directorate, which included results from

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the 2023 iMatter Survey and a range of good practice examples. East Renfrewshire HSCP showcased a case study on the development of a programme of staff wellbeing, with the eHealth Directorate showcasing enhancing staff engagement and participation.

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

3.2 Staff Health Strategy

- For approval.
- The Committee reviewed the Staff Health Strategy 2023–2025, which will cover a two year period to enable alignment with the new updated Workforce Strategy from 2025. The Committee noted that priorities within the Strategy included strengthening support for mental health and wellbeing, promoting NHSGGC as a fair and healthy workplace, mitigating inequalities in health and support for managing attendance.
- The Committee approved the Staff Health Strategy in full for submission to the NHS Board.

3.3 Workforce Strategy Action Plan and Widening Access to Employability Update

- For assurance.
- 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 Widening Access to Employability, which is built on three themes – Apprenticeships, the Healthcare Support Worker Academy and Careers. The Committee also watched a Staff Experience video, which focussed on the experience of two apprentices.
- 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 2022-2023 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 two sites (General Internal Medicine at Inverclyde Royal Hospital and Obstetrics and Gynaecology at Princess Royal Maternity) have been de-escalated and two sites (General Internal Medicine at Queen Elizabeth University Hospital and Psychiatry Inverclyde Royal Hospital) remain under Enhanced Monitoring, with action plans in place to progress to de-escalation.
- The Committee noted the update and assurance provided.

3.6 Workforce Plan Annual Update

- For assurance; Year One (2022/23) progress. For approval; proposed actions – Years Two and Three (2023-25).
- The Committee reviewed progress against Year One of the Workforce Strategy Action Plan, noting 11 of the 16 actions have been completed with four delayed and one in progress, due to be completed in December 2023. The Committee considered the Action Plan for Years Two and Three, noting that Year Three timelines will be refined at the end of Year Two.
- The Committee confirmed it was assured by Year One (2022/23) progress of the Action Plan and approved Years Two and Three (2023-25).

3.7 Human Resources Corporate Risk Register

- For approval.
- The Committee considered the adjustments to the Human Resources Corporate Risk Register, including reduction of four risks based on mitigation measures and actions in place.
- The Committee approved the Human Resources Corporate Risk Register in full.

4. Issues for referral to other Standing Committees or escalation to the NHS Board:

There were no issues for referral to other Standing Committees.

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5. Date of Next Meeting:

The next meeting of the Staff Governance Committee will take place on Tuesday 7 November 2023.