

Staff Governance Committee Report to Grampian NHS Board Committee Meeting on 11 December 2020

Purpose of Report

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 11 December 2020.

Recommendation

The Board is asked to note the following key points:

1. Staff Governance Survey outcomes and feedback from GAPF

Further to the agreement at its August meeting to gather data that will inform how the Staff Governance Committee operates in the future and also to gather views on its remit in relation to the Board's strategic intent, 52 individuals were invited to participate in the Staff Governance Survey during October 2020. As there is a joint responsibility to build a Staff Governance agenda between the Staff Governance Committee and GAPF and given their future involvement, the target audience for the survey was:

1. Staff Governance Committee members and advisors
2. GAPF members and Sector Partnership Forum Co-Chairs

The survey had four sections as described below. Staff Governance Committee members or advisors were asked to complete the whole survey. GAPF members or Sector Partnership Forum Co-Chairs were asked to complete Parts 2 and 4.

- Part 1 - is the Staff Governance Committee meeting its Constitution?
- Part 2 – how does the Committee provide assurance of attainment and maintenance of the Staff Governance Standard.?
- Part 3 - feedback on the pre Covid-19 and the Covid-19 formats of the meeting
- Part 4 - a response to the outcomes from the Short Life Working Group – Renewal

At a November 2020 GAPF workshop the survey outcomes from Part 2 and 4 were discussed to inform the discussion at the Staff Governance Committee.

Agreed outcomes at the Committee were:

- In relation to the Board's strategic intent, 83% Respondents felt that the Committee had a leadership role around work on culture that supports the other aspects of strategic intent. If not in a leadership role the Committee would give the greatest contribution, to developing the culture; digital opportunities; and people powered health and care, in ranked order. Decision deferred until after the January 2021 Board seminar on active governance.
- A revamp of the constitution to make it more focussed on the Staff Governance Standard, the legislative framework under which the Committee must operate. This will ensure the Committee is clear on function and responsibilities.
- Staff Governance Standard monitoring and receiving assurance will be achieved by developing a programme of Sector attendance. A focused dialogue on achievements, challenges and issues between a Sector and the Committee was deemed an effective method to ensure the constitution is met.
- Bi-monthly frequency with a focus on a separate domain of the Staff Governance Standard each meeting, of up to 2 hour's length to give sufficient time to on workforce challenges.

The Committee noted the importance of management and workforce information to its remit. It was agreed to schedule an item on the key metrics the Committee wish to see. These will include updates on any whistleblowing cases raised under the national standards being introduced in April 2021.

2. NHS Grampian Equality and Diversity Workforce Monitoring Report 2019/20

The Report was presented to the Committee for onward approval by the Board. The Committee was assured that a process existed to undertake more detailed analysis of the statistics to fully understand if any unconscious bias existed.

Joyce Duncan
Chair
Staff Governance Committee
11 December 2020