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## **Purpose of Report**

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 27 January 2022.

## **Recommendation**

The Board is asked to note the following key points:

### **1. Keeping staff safe and helping maximise wellbeing**

The Committee was informed of We Care programme activities including the work to increase engagement with staff through sessions being run to introduce We Care along with Wellbeing Consultations. In addition, the Committee was briefed on work within Occupational Health Services and Health & Safety, such as the Wellbeing Hub and the achievement for internal fit testers of the Fit2Fit Fit Test Providers Accreditation Scheme for the quantitative fit test method. The Committee was assured that there was significant effort to achieve staff wellbeing however requested qualitative information to illustrate the impact of the initiatives.

### **2. Whistleblowing Standards Quarter 3 2021/22 Report**

The Committee approved the three quarterly report, since the national Whistleblowing Standards were introduced from 1 April 2021, as the governance route for reporting to the Board. A review of the format used to present the statistics was requested.

### **3. Resourcing the organisation**

The Committee was provided with information on the work undertaken through the risk assessment approach to staff deployment, reducing the time to hire and volunteers, all of which had increased the resource available to NHS Grampian. The Committee was assured by the processes in place.

### **4. Supportive people management, leadership and culture**

The Committee received a presentation updating on the current position and the next steps for surveys and measurement; rewards and recognition; leadership and management; the Culture Collaborative; and the Operation Iris Engagement and Communications Action Plan.

### **5. Workforce Cell**

The Committee was briefed on the formation and objectives of the Workforce Cell. The Sub-group structure covering data and information; deployment and staff welfare was outlined. The Workforce Cell would continue to meet weekly until the end of Operation Iris, providing an update to the Chief Executive Team.

**Joyce Duncan**  
**Chair**  
**Staff Governance Committee**  
**27 January 2022**