

Staff Governance Committee Report to Grampian NHS Board Committee Meeting on 30 September 2021

Purpose of Report

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 30 September 2021.

Recommendation

The Board is asked to note the following key points:

1. Revised Constitution

The Committee agreed a revised constitution for onward approval by the Board. The constitution is more focussed on the Staff Governance Standard, the legislative framework under which the Committee must operate. It was acknowledged that the outcome of the ongoing Active Governance review may necessitate further changes.

2. Assurance from Staff Governance Standard monitoring

The Committee is required to provide assurance to the Board on the overall performance of NHS Grampian against the individual elements of the Staff Governance Standard.

A programme of Portfolio/Sector attendance at the Committee to enable a focused dialogue will recommence no earlier than 1 April 2022 given the current response to the Covid-19 pandemic. In preparation a Portfolio/Sector will complete a template devised to elicit good practice and concerns/what could be better covering all the individual elements of the Standard.

The Committee will from 2022 meet six times a year to accommodate Portfolio/Sector attendance and a focus on a domain of the Standard at each meeting.

3. National Staff Governance Standard monitoring

The Committee noted the finalised Staff Governance Standard Monitoring return which had been submitted to the Scottish Government. Feedback is awaited.

4. Whistleblowing Standards Quarter 1 2021/22 Report

The Committee approved the first quarterly report, since the national Whistleblowing Standards were introduced from 1 April 2021, as the governance route for reporting to the Board.

5. Visibility of Workforce Concerns – We Care and Staff recovery

In response to a Committee request a presentation was delivered which incorporated accounts from employees who had completed the readiness to remobilise template and who had contacted the We Care Team. The Committee was encouraged by the contents as it provided examples of the positive impact of the programmes on staff. The Committee was assured that there were processes in place to assist teams.

6. Workforce Management Information and update on the development of Workforce Intelligence Unit

The Committee was provided with a high-level overview of annual leave outstanding and taken, alongside staff sickness absence for the period April 2021 to June 2021. The Committee requested that for assurance purposes future reports should outline the implications of not taking annual leave and the actions being taken to intervene.

The Committee received an update on the creation of the Workforce Intelligence Unit. The Workforce Information Manager is in post with ongoing recruitment for the remaining two team members. An external consultant from NES had been engaged to assist with the development of workforce information including a workforce visualisation tool and dashboard.

Joyce Duncan
Chair
Staff Governance Committee
30 September 2021