

## **Staff Governance Committee Report to Grampian NHS Board Committee Meeting on 6 July 2021**

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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 6 July 2021.

### **Recommendation**

The Board is asked to note the following key points:

#### **1. NHS Grampian Equal Pay Monitoring Report 2021**

The Committee approved the NHS Grampian Equal Pay Monitoring Report 2021 on behalf of the Board.

#### **2. National Staff Governance Standard monitoring**

The Committee has a duty to oversee the process of completing the return for sign off by the Chair of the Committee, Chief Executive and Employee Director. The formal request has been received from the Scottish Government for return by 24 September 2021. The Committee noted the timeline to achieve submission.

The Board specific return received gave an overview of the assurances the Scottish Government has gathered in relation to NHS Grampian, for example for Involved in Decisions and tailored questions where there are potential gaps in the information held by the Scottish Government.

#### **3. NHS Grampian action following the Sturrock Report**

The Committee received an overview and timeline of actions taken from considering what the Sturrock Report recommendations meant for NHS Grampian. The timeline commenced from 10 May 2019 when the Sturrock Report was published along with the Scottish Government response concluding in June 2021 covering the key points of:

- the response to the Cabinet Secretary letter in June 2019
- local actions including engagement with staff through a short questionnaire in November and December 2019
- work of the Culture and Staff Experience Oversight Group which absorbed the next steps following the analysis of the short questionnaire
- the planned creation of a 'Culture Cabinet' as a means of enabling broader inputs form out with the formal system. Leadership and Management and Employee Voice are both themes within Sturrock Report.
- A series of three short videos during June and July 2021 covering:
  - what you told us matters to you, surveys and what we do with them;
  - launching culture matters, acknowledging the Sturrock Survey 2019, Everyone Matters 2020, We Care Pulse Survey 2021, and commitment to keep looking and learning through 2021;
  - how we are using insights to do things differently, including introduction of change management oversight group with ref to staff dude feedback and we care pulse survey

The Committee was assured by the work outlined.

#### **4. Whistleblowing Standards**

The Committee was briefed by the Whistleblowing Champion on the progress of the implementation of the Whistleblowing Standards. The briefing covered the commencement of the quarterly reporting to the Board and IJBs; the need for continual promotion of the standards and opportunities to increase the uptake on the training available on Turas for staff and managers. The Whistleblowing Champions is due to respond to an information and feedback request from the Independent National Whistleblowing Officer.

#### **5. Visibility of Workforce Concerns**

The Staff Governance Committee seeks assurance on behalf of the Board that effective arrangements are in place in NHS Grampian for identifying, responding to, and learning from workforce concerns.

The Committee noted a stocktake of the current arrangements and how the themes and feedback from the team readiness to remobilise assessments are being responded to.

The Committee discussed proposed approaches to supporting continuous improvement as part of the ongoing work on organisational culture.

**Joyce Duncan**  
**Chair**  
**Staff Governance Committee**  
**6 July 2021**