

NHS Greater Glasgow & Clyde	Paper No. 19/59
Meeting:	Board Meeting
Date of Meeting:	22nd October 2019
Purpose of Paper:	For Noting
Classification:	Official Sensitive
Name of Reporting Committee	Staff Governance Committee
Date of Reporting Committee	21st August 2019
Committee Chairperson	Mr Alan Cowan, Co-Chair Ms Dorothy McErean, Co-Chair

Paper Title: Update on Key Items of Discussion at Staff Governance Committee

Recommendation:

That the Board note the key items of discussion at the recent meeting of the Staff Governance Committee as set out below.

Key Items of Discussion:

1. Providing assurance to the Board that it is meeting its obligations in relation to Staff Governance under the NHS Reform (Scotland) Act 2004 & the Staff Governance Standard.

The Committee received presentations and had the opportunity to scrutinise the following areas:

- Inverclyde Health and Social Care Partnership
- Board Nurse Director

Key Message: The Staff Governance Committee received evidence and was assured that wide compliance was being achieved and that areas that required improvement were well understood and plans existed to progress this.

2. Other matters reviewed by the Committee:

- a. Update on internal work to improve Attendance Management.

Key Message: The Staff Governance Committee noted a range of work including the revised 'Return To Work process', 'streamlining of Attendance Management letters' and 'improved monitoring' as part of a package of measures to improve attendance.

- b. Update on the development and implementation of the Board's Culture Framework.

Key Message: The Staff Governance Committee noted the progression of the work entitled 'NHSGGC - A Great Place to Work', and the range of Year 1 Actions & Priorities. For presentation at the November Board Seminar.

- c. Update on the Health and Safety Executive (HSE) Implementation Plan with revised target dates for training compliance for Sharps and Moving and Handling (31st August 2019) and Falls (30th September 2019).

Key Message: The Staff Governance Committee remained concerned that **Enforcement Action** could follow unless the Board can demonstrate compliance with the revised timescales.

- d. Follow up report on the Trainee Wellbeing Study.

Key Message: There is strong commitment amongst Trainees to continue with Medicine but 70% considered adjusting their work/life balance.

Positive Themes: team working, well-staffed rotas, supportive consultants, feeling valued, the patients

Areas for Improvement: some site facilities, parking, mentoring, rest facilities, communications

- e. Update on the Board response to the 'Sturrock Report'.

Key Message: The Staff Governance Committee were assured by the response of the Board, noted the formation of a Short Life Working Group and the Committee's responsibility for oversight. This will be included as a Standing Item on the Committee's Agenda for the remainder of 2019/20.