

NHS Greater Glasgow & Clyde		Paper 20/76
Meeting:	Board Meeting	
Date of Meeting:	22 December 2020	
Purpose of Paper:	For Noting	
Classification:	Board Official	
Name of Reporting Committee:	Staff Governance Committee	
Date of Reporting Committee:	3 November 2020	
Committee Chairperson:	Mr A Cowan, Co-Chair (Chaired) Mrs D McErlean, Co-Chair	

Update on Key Items of Discussion at Staff Governance Committee

1. Recommendation:

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

2. Key Items of Discussion:

- 2.1 Providing assurance to the Board that it is meeting its obligations in relation to Staff Governance under the NHS Reform (Scotland) Act 2004 and the Staff Governance Standard.
- 2.2 The Committee received presentations on the impact of Covid-19 from a Staff Governance perspective and had the opportunity to scrutinise the following areas:
- East Dunbartonshire HSCP
 - Renfrewshire HSCP

Key Message:

The Committee had the opportunity to scrutinise both HSCPs and was assured that a culture of engagement with staff was being achieved, that areas that require improvement were well understood and plans existed to progress these.

For East Dunbartonshire HSCP, the Committee welcomed sight of the staff focussed initiatives around 'Caring Conversations', 'Resilience Awareness' &

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'Something for the Weekend' and encouraged their wider consideration across the HSCP landscape. The objective staff experience data revealed that 7 of 9 areas measured had shown improvement since the last report and an above the HSCP Scottish average in almost all areas measured.

In Renfrewshire HSCP, 5 of 7 priority areas remain from their last report in May 2019, with evidence of strengthening the staff communications pathway (in response to the impact of the pandemic) during the early part of the year. It is acknowledge that a continuing emphasis is required on some elements of Statutory and Mandatory Training, Turas (40% vs 80% national target) and short-term absence. Questions were raised on the Red, Amber and Green (RAG) status in the report.

The Committee agreed that it is important that RAG ratings are agreed in partnership with staff and that this should take place at the local Staff Partnership Forum prior to being submitted to the Committee.

3. Other Matters Reviewed by the Committee:

- 3.1 The Committee noted the significant progress that had been made to implement the recommendations of the earlier Committee Continuous Improvement work (13 of 16 actions were identified as complete) and agreed to receive a closure update for this work at its next meeting.
- 3.2. The Committee received an interim update on the Board's internal process review of its current Whistleblowing (WB) policy and approved interim recommendations aimed at strengthening and making more transparent, the rationale and decision, where cases are not judged to be WB. The review is expected to be complete in Spring 2021. The Committee also received an update on the implementation of the new national WB standards, due to be introduced in 2021.
- 3.3. Among other updates, the Committee noted the improved style, focus and clarity of data of the Workforce Performance Report (Workforce Storyboard) and sought to highlight the continuing challenge (and inherent risk) in those areas where Fire Training remains below target. Further work was agreed to improve the Committee's understanding of our staff recruiting requirement against strength.
- 3.4. The Committee also welcomed and approved the restyled annual Staff Governance Workplan, bringing a sharper alignment of our (23) action areas with the 5 national Staff Governance Standards.
- 3.5. Importantly, the Committee took two linked presentations on Staff experience (Everyone Matters COVID Pulse Survey & Communications Audit), both delivering useful data from a response rate (for the Pulse Survey) that was less than the Scottish average. The Communication Audit confirmed that among the themes most important to staff were: leadership visibility and line management face-face engagement, together with locally focussed

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communications. Interestingly, HR Connect and StaffNet did not feature highly.

- 3.6 The Committee also received updates on the progress of the Board's Culture and Workforce Strategy and welcomed the commitment to bring the final action plan for approval at the next meeting.
- 3.7 The Committee also noted the periodic update from the Area Partnership Forum and reviewed those area of the Risk Register for which it has oversight.