

NHSGGC SGC(M)21/01
Minutes: 1 - 5

NHS GREATER GLASGOW AND CLYDE

**Minutes of a Meeting of the
NHS Greater Glasgow and Clyde
Staff Governance Committee
held via Microsoft Teams, on
Thursday 15 April 2021 at 10.00 am**

PRESENT

Mr A Cowan (in the Chair)

Mr C Vincent
Ms A Khan

Mrs D McErlean (Co-Chair)
Mr F Shennan

IN ATTENDANCE

Prof. J Brown CBE	Chairman – NHS Greater Glasgow and Clyde
Ms A Cameron-Burns	Area Partnership Forum Staff Side Secretary
Mrs J Grant	Chief Executive – NHS Greater Glasgow and Clyde
Ms C Heuston	Head of Human Resources, Glasgow City HSCP
Mrs D Hudson	Staff Governance Co-ordinator/iMatter Operational Lead
Mrs A MacPherson	Director of Human Resources & Organisational Development
Ms P Martin	Head of Staff Experience
Mr A McCready	Staff Side Co-Chair – Non City HSCP Staff Partnership Forums
Ms M McCarthy	Co-chair, Glasgow HSCP Staff Partnership Forum
Ms N Owens	Depute Director of Human Resources & Organisational Development
Mr M Allen	Senior Administrator – Human Resources & Organisational Development
Ms E Quail	Staff Side Secretary
Ms S Strachan	Interim Chief Officer, Renfrewshire HSCP (attending on behalf of Beth Culshaw, Chief Officer, West Dunbartonshire HSCP)
Mr K Small	Independent Human Resource Management Specialist

1. WELCOME AND APOLOGIES

ACTION BY

The Chair opened the meeting by welcoming Mr Kenny Small, Independent Human Resource Management Specialist, who supported the Whistleblowing Review, and Shiona Strachan, Interim Chief Officer, Renfrewshire HSCP, who was attending on behalf of Ms Beth Culshaw, to the meeting.

Apologies for absence were intimated on behalf of Ms Rona Sweeney, Mr Jonathan Best, Cllr Sheila Mechan, Ms Elaine Vanhegan and Ms Beth Culshaw.

The Chair welcomed everyone to this adhoc one item agenda Staff Governance Committee.

The Chair confirmed the Staff Governance Committee remit was to confirm that the outcomes of the Whistleblowing Review were consistent with the Terms of Reference, to establish whether the rationale for the

findings was well expressed, and to approve the report for inclusion at the next meeting of the NHS Board.

The Chair also expressed thanks to Mr Charles Vincent and Mr Kenny Small, and all others involved, in undertaking the Whistleblowing Review and in preparation of the report.

NOTED

2. DECLARATIONS OF INTEREST

Declarations of interest were noted from Mr Charles Vincent, stating a family member was a whistleblower, relating to one of the cases reviewed; and from Mr Kenny Small, who had previously investigated one of the cases which was within the scope of the review, following a request from the Chief Executive – NHS Greater Glasgow and Clyde. Both Mr Vincent and Mr Small advised that they did not lead on the investigations into the cases they had declared and deferred to each other.

These declarations were documented within the report, for clarity.

NOTED

3. WHISTLEBLOWING MONITORING REVIEW

The Whistleblowing Champion had circulated a paper detailing the findings and recommendations resulting from the internal Whistleblowing Review (Paper 21/01).

Mr Vincent outlined the background of the review, confirming this did not look at the specific cases raised, but considered the experience of those involved and the opportunities identified to improve the process for both members of staff and, more broadly, for NHS Greater Glasgow and Clyde.

The process involved meeting with all staff and managers associated with each whistleblowing case, as well as reviewing the classification of cases. From these discussions, findings and recommendations were determined.

Following consideration of the report at the Corporate Management Team, all comments and feedback had been incorporated to the report.

Mr Small added that this challenging project highlighted some procedural issues and complexities, the review of which was timely in light of the launch of the National Whistleblowing Standards.

The Chair thanked Mr Vincent and Mr Small for the overview of the report.

BOARD OFFICIAL

Mrs Grant confirmed the Corporate Management Team had considered the report, and agreed there were actions to consider regarding to the Whistleblowing process itself, the support provided, the training available and performance management of the outcomes. Mrs Grant added there was no substantial disagreement with the review and its findings.

Going forward, it was agreed that an action plan to support implementation of the recommendation, would be brought to the Staff Governance Committee.

Ms E
Vanhegan

The Chair clarified there were no additional resource implications regarding the implementation of the recommendations outlined.

Mrs MacPherson advised that the working group in place to progress implementation of the National Whistleblowing Standards, would also consider the Review recommendations as part of their action plan.

Following a detailed discussion in relation to the addition of benchmarking information to the report, as outlined with the Review Terms of Reference, Mr Vincent confirmed a brief statement could be included to outline work taken forward to date. Mr Vincent added the information did not alter the findings or recommendations made.

The Chair agreed this would further align the report with the Review Terms of Reference.

Professor Brown noted that, as this work would be of value to other Boards, Mr Vincent could share the report within the Whistleblowing Champions group and Professor Brown plans to raise via the Chairs' Group.

Professor J
Brown / Mr C
Vincent

Mrs McErlean added that the Area Partnership Forum had noted the recommendations, and once approved by the Board, the report would be taken in full to the Area Partnership Forum.

Professor Brown requested a mechanism be determined to cascade the information from the Review to staff, as a key element of this process was giving staff a voice.

Mrs MacPherson confirmed this was under discussion with Mrs Vanhegan and Ms Sandra Bustillo, Director of Communications and Public Engagement, to consider aligning the recommendations with the broader National Whistleblowing Standards communications.

Ms E.
Vanhegan

Professor Brown noted that the actions regarding both staff communication and the wider sharing of the report with other Boards, should be clarified within the report.

Mr C Vincent

Ms Khan thanked Mr Vincent and Mr Small for the excellent report, and asked whether, during the Review, there was an awareness of any cases

having been highlighted to the media, which bypassed the internal whistleblowing procedure.

Mr Vincent noted that cases which had not been through the internal whistleblowing procedure, were not within scope of the review, however with the implementation of the recommendations made, this could increase staff confidence to raise concerns through the whistleblowing process and not to the media.

The Chair summarised the key points made throughout the discussion, confirming that the Committee were broadly content with both the overall report and the basis for the recommendations made, adding that the outcomes aligned to the Terms of Reference.

There were some additions to the report which would be progressed by Mr Vincent, namely the inclusion of an overview of the benchmarking exercise undertaken, outlining the methodology for sharing the report with other Boards, detailing the mechanism for staff communications, and highlighting the support of the report by the Corporate Management Team.

Mr C Vincent

The Chair confirmed the Staff Governance Committee would have oversight of the action plan for implementation, and its progress.

The Committee approved the report to go to the April meeting of the Board, with inclusion of the additions outlined.

APPROVED

4. CLOSING REMARKS AND KEY MESSAGES TO THE BOARD

The Chair wished to thank all involved in the Review and for providing the report, detailing the findings and recommendations.

The Chair, with the agreement of the Committee, advised that a brief report from the Co-Chairs would be drafted to provide a brief narrative for the Board meeting on 27 April 2021.

NOTED

5. DATE & TIME OF NEXT MEETING

The next meeting of the Staff Governance Committee would be held on Tuesday 11 May 2021 at 1.30pm.

The meeting ended at 11.00 am.