

## **Staff Governance Committee Report to Grampian NHS Board Committee Meeting on 12 April 2022**

---

### **Purpose of Report**

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 12 April 2022.

### **Recommendation**

The Board is asked to note the following key points:

#### **1. Keeping staff safe and helping maximise wellbeing**

The Committee was informed that staff health and wellbeing continued to be a priority and was briefed on the work done through Operation Iris from both an Occupational Health Service and We Care perspective. The Committee was provided with the requested qualitative information to illustrate the impact of the initiatives, from which assurance was taken.

The Committee was informed of the creation of a Staff Welfare Group during Operation Iris involving the leads for OHS and We Care as well as others in the system with involvement in some of the services supporting hygiene factors, such as access to hot food out of hours and of plans for a joint working group of ACF and GAPF to give recommendations and lead work to implement practical steps that help ensure staff are regularly taking breaks during the working day.

#### **2. Resourcing the organisation**

The Committee was updated on the work undertaken through Operation Iris to increase the resource available to NHS Grampian, through rapid recruitment, deployment and volunteers. The Committee was informed of a permanent Resourcing Oversight Group to continue the work to reduce the time to hire. The Committee was reassured by the work undertaken and commended the reduction in the average time to hire and the safeguarding work for volunteers.

#### **3. Supportive people management, leadership and culture**

The Committee was informed that there was a continued focus on supportive people management and leadership as a priority to contribute to the creation of a culture in which staff will thrive and was briefed on the initiatives undertaken. It was noted by the Committee that it was important to support managers to enable them to support their staff.

#### **4. Staff Governance Assurance**

The Committee agreed a template that a Sector/Portfolio would complete referring to all domains of the Staff Governance Standard, providing examples of good practice and challenges. A further template would be devised, for use when a specific topic is presented, which would capture which domain(s) the topic related to. The coverage of the domains would be monitored which may lead to specific agenda setting to increase the coverage of a particular domain.

## **5. Statutory and Mandatory training action plan**

The Committee was provided with requested action plan which described the steps that will be taken after Operation Iris to seek improvement in the compliance figures. The 5 Whys technique had been used to identify the underlying causes for non-completion. The action plan detailed the corresponding actions, the rationale for these, the desired outcome and the timescale, taking into account existing projects and national work.

The Committee accepted the action plan contained a lot of work but was not assured by the March 2025 overall completion date for actions and the level of discussion and acceptance of the plan at the weekly system connect meeting. The Committee was not assured that the action plan addressed the short term issues and the responsibilities of both staff and managers. The Committee requested action plans for both the short and long term with updates at the forthcoming meetings.

## **6. iMatter/Staff Experience Report**

The Committee noted the timetable for 2022 and the change to reporting functionality with the introduction of sub-reporting and the update to the structures within the iMatter system to reflect the current portfolio leadership model. The Committee was reassured that comparative data would continue at Board level.

## **7. Remuneration Committee 16 March 2022 agenda and assurance statement**

An assurance statement from the Remuneration Committee Chair as Chair of the Staff Governance Committee was provided stating that the Remuneration Committee has the appropriate systems and procedures in place to manage Executive and Senior Manager pay to discharge the overarching staff governance responsibilities.

**Joyce Duncan**  
**Chair**  
**Staff Governance Committee**  
**12 April 2022**