

# NHS Ayrshire & Arran



**Meeting:** Ayrshire and Arran NHS Board

**Meeting date:** Monday 30 November 2020

**Title:** Staff Governance Committee meeting on 4 November 2020 report to NHS Board

**Responsible Director:** Sarah Leslie, HR Director

**Report Author:** Sarah Leslie, HR Director

## 1. Purpose

This is presented to the Board for: Discussion.

This paper relates to: Local policy to ensure good governance practice in reporting from NHS Board committees

This aligns to the NHS Scotland quality ambitions of Safe, Effective and Person Centred. Good governance practice supports the effective delivery of services across the organisation.

## 2. Report summary

### 2.1 Situation

This report provides information to Board Members on key issues discussed within the Staff Governance Committee's remit, in order to provide assurance to the Board that those matters have been identified and are being addressed, where required.

### 2.2 Background

The Board Model Standing Orders advises that Board meeting papers will include the minutes of committee meetings which the relevant committee has approved. To ensure that there is no delay in reporting from committees this paper provides a timely update on key issues from committees.

### 2.3 Assessment

Key issues agreed by Committee are noted below. Identification of organisational risks, stakeholder considerations and other impacts were included in papers to the Committee.

- People Strategy  
Members approved the new Strategy for 2021-2026, noting the aspiration to enable staff to have a high quality of work experience, and to further develop

NHS Ayrshire & Arran as a caring and compassionate working environment. The Strategy also placed increased focus on the employability agenda, and on succession planning and recognising talent from within the existing staff pool.

- **People Plan**

Members received an update in relation to the 'Retain' section of the People Plan and discussed measures in place to ensure staff were engaged and supported. These included a renewed focus on staff wellbeing initiatives, the development of a new approach to PDR and ongoing work to increase staff understanding of whistleblowing policies and processes.

- **iMatter**

Members were encouraged to learn of the 49% response rate from the Staff Pulse Survey, which compared against a national average of 42%, and that five 'good news' stories had been submitted for inclusion in the national report, due out in November. The findings from the Survey would be used to inform planned improvement across NHS Ayrshire & Arran.

## **2.4 Recommendation**

The Board is asked to be aware of and discuss the key issues highlighted and receive assurance that issues are being addressed, where required.