

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 28 November 2022
Title:	Staff Governance Committee meeting on 1 November 2022 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 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 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.

- Members received a presentation from the Test & Protect Team who outlined the scale and timeframe of setting up the various teams which were required to help us through the pandemic. These teams included a Nursing Triage Team,

Staff Results Hub, Community Test & Protect Team, Education Team, Testing Teams and a larger Vaccination Team. When Government funding was no longer available from May 2022, a Transition Group was set up to lead the changes in workforce to ensure the Test & Protect staff were supported. A total of 181 colleagues were affected and the majority of these staff were either returned to their substantive posts, successfully redeployed into posts within Ayrshire and Arran or found employment outwith A&A. Only 6 staff contracts were terminated, although this group of staff were colleagues who had previously retired from A&A. The members thanked the team for the presentation and commended the cross-team working throughout Ayrshire and Arran.

- Committee received an update on progress against the actions relating to Consultant Job Planning following the publication of the Internal Audit Report findings. The report identified that there was no clear implementation plan, resource or governance arrangements in place to take forward the Allocate project. Members were reassured of the progress made including the appointing of a Project Lead, Terms of Reference embedded and job planning guidance revised and agreed via the JLNC.
- Members received an update on the People Plan 2022/23 as part of the 'Develop' programme of work and were reassured of the progress being made in restarting training programmes and refocussing on appraisal and PDR completion which had been paused due to the pandemic. Members welcomed the focus on developing first line managers in core management skills as a balance to leadership development.

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.