

# NHS Ayrshire & Arran



<b>Meeting:</b>	<b>Ayrshire and Arran NHS Board</b>
<b>Meeting date:</b>	<b>Tuesday 23 May 2023</b>
<b>Title:</b>	<b>Staff Governance Committee meeting on 9 May 2023 report to NHS Board</b>
<b>Responsible Director:</b>	<b>Sarah Leslie, HR Director</b>
<b>Report Author:</b>	<b>Sarah Leslie, HR Director</b>

## 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.

- The Committee received a very informative presentation from the Infrastructure and Support Services Directorate and noted some of the good work being undertaken in the service, including the creation of Band 5 roles to generate

development opportunities in order to combat high turnover. The Committee also received a short video presentation from one of the admin team who has volunteered to become a Digital Champion and is now linking digital skills to staff engagement. Members were encouraged by the work being done, including implementing MS Teams as a way to communicate with Domestic Staff who do not have easy access to a pc.

- Members received an update on Personal Development Review and noted the Board figure remains static at 30% compliance. The Committee were assured of the focus being placed on PDRs and of the actions being undertaken to support improved compliance including resuming monthly reporting to Directors and the CMT from May onwards.
- The Committee received a very positive update from the first cohort of International Recruits who joined us in February, comprising of 5 radiographers and 3 nurses. All staff have now moved out of the NHS accommodation and into their own houses and are preparing for their families to join them. Members were encouraged by the very positive feedback received from the international recruits who all confirmed they were happy with their experience and felt supported by the International Recruitment Lead, the Practice Development team and the staff in their departments over the past 3 months.

#### **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.