

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Tuesday 21 May 2024
Title:	Staff Governance Committee meeting on 13 May 2024 Chair's 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 updates 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 updates from committees.

2.3 Assessment

Key updates 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 an update on the Employability Strategy work plan and were encouraged by the progress being made across the eight defined areas, including Step Into Business and Apprenticeships. Members noted that

the Learning & Development team are committed to increasing apprenticeships across a range of services and are working effectively with local authority colleagues to ensure a collaborative approach to employability aligned to national and local priorities. The committee discussed the importance of Directorates and Health and Social Care Partnerships in implementing Apprenticeships and employability as part of their workforce attraction strategy.

- The Committee reviewed the Employee Relations annual report and were pleased to note the increase in the number of cases which were closed due to early resolution. This supports our commitment to openness and demonstrates a culture shift where managers and staff, supported by their HR Manager and Trade Unions, are having discussions about issues before they reach escalation to formal stage. 120 cases were resolved by informal resolution as reported in the Employee Relations report for 2023/24.
- Members received an update on PDR figures and were pleased to note the actions being undertaken to support improved PDR compliance including monthly reporting to Directors and Reviewers and delivery of PDR / TURAS appraisal reviewer support sessions. The Committee noted PDR is included in planned management and leadership development sessions and that opportunities to align activities regarding professional registration and supporting evidence is utilised for both PDR and Registration. The Committee highlighted the achievement of Transformation and Sustainability and Infrastructure and Support Services where there is strong management support for PDR as areas of good practice.

2.4 Recommendation

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