

NHS Ayrshire & Arran



Meeting: Ayrshire and Arran NHS Board

Meeting date: Monday 12 August 2024

Title: Staff Governance Committee meeting on 1 August 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 very positive updates on recent activities promoting staff wellbeing including various events and classes during the World Wellbeing Week in June. Members were also encouraged by the annual

Whistleblowing Report which highlights and supports our commitment to a culture of openness.

- The Committee noted the outcomes from the Staff Governance monitoring exercise for 2022/23 and a few areas were highlighted as areas of good practice, including awareness sessions on 'Facilitated Conversations' to support early interventions for bullying & harassment cases; access to menstrual products to end 'Period Poverty'; Newly Appointed Leaders programme and Bitesize Leadership programme; Partnership working; emphasis on youth employment through apprenticeships and employability programmes and bespoke Violence & Aggression mandatory training to equip staff in dealing with risks.
- Members also discussed the 5th Governance Standard around Boards delivering an 'Improved and Safe Working Environment' and agreed work would be undertaken to align reporting on staff safety with a future update for November 2024.
- Members received an update on our attendance position and wider associated leave types which materially impacts on the capacity of our workforce for Q1 2024/25. The Committee discussed benchmark performance and that NHS Ayrshire & Arran's attendance rate is below the NHS Scotland average. The Committee discussed the challenges arising from staff attendance and the commitment to reduce sickness absence by 0.5%.

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.