

# NHS Ayrshire & Arran



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| <b>Meeting:</b>              | <b>Ayrshire and Arran NHS Board</b>   |
| <b>Meeting date:</b>         | <b>Monday 2 December 2024</b>   |
| <b>Title:</b>                | <b>Staff Governance Committee meeting on 14 November 2024<br/>Chair's 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 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 a very positive update on the 'Develop' theme of the People Strategy along with a more in depth review of Leadership & Management Development progress. Members were encouraged by the

number of courses provided and the high level of attendance from our managers and leaders. Through the newly appointed leaders programme, 666 places were taken by team leaders and managers covering a range of HR topics which included 'Once for Scotland' policies. Further leadership development courses available included Introduction to Leadership & Management, Step Into Leadership, Leadership 3 (which is a regional programme facilitated by teams in NHS Ayrshire & Arran, NHS Dumfries & Galloway and Golden Jubilee National Hospital), Leading for the Future and Bitesize Leadership Sessions. Members welcomed the wide range of courses available for our management and leadership teams.

- The Committee noted the outcomes from the 2023/24 run of iMatter survey which is pivotal to staff experience. Although response rate had slightly decreased from the previous year, the Employee Engagement Index remained consistent at 78%. Members had a useful discussion around ways to ensure staff are aware of the survey and encourage completion, along with plans to promote SMS completion to increase questionnaire completion. The Committee discussed the importance on Teams completing their action plans and demonstrating the impact of these changes to improve staff experience.
- The Committee received a very positive update on local work being undertaken within the Board to support the national NHS Scotland Armed Forces Talent Programme (AFTP). The programme is hosted by NHS Education Scotland (NES) and works with all Boards to achieve the ambition of employing more members of the military community within NHS Scotland. The Armed Forces & Veterans Champion for our Board is Dr Euan McKenzie, Consultant in Emergency Medicine and we also have 9 armed forces ambassadors from within our workforce.

## **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.