

Board	Priority Area <i>select from drop down list</i>	Service Area	Reference	Dec'22 Status	Key Deliverable - Name and Description	Key milestones	Progress against deliverables end Dec'22	Lead delivery body	Key Risks	Controls/Actions	Outcome(s)	Major strategies/ programmes the deliverable relates to	Impact of deliverable on health inequalities
NHSGJ	Recruitment and retention	Workforce	2021-GJ72	Amber	Recruitment to key roles including Phase 2 expansion and remobilisation Recruitment Implement action tracker Workforce planning and transition group Work through NHSSA to accelerate workforce particularly around HCSW and National Treatment Centre expansion requirements Workforce risk register International Recruitment	In line with SG delivery plans for international recruitment within NHSS. Phased recruitment in run up to September 2023 Phase 2 opening.	Recruitment events are planned for January and February and Human Resources and Recruitment are working with operational teams to ensure that we achieve staffing numbers for September 23. Challenges exist in attracting and retaining specific skills sets / roles for the Theatres to open and this is being reviewed at NHS GJ's State of Readiness Group which reports into the Programme Board for the NHS GJ Expansion.	NHS Golden Jubilee NHS Scotland Academy	Significant recruitment required to deliver Phase 2 NTC expansion. There are recognised shortages in skills and workforce capacity, accompanied by high market competitiveness. Staff turnover within Recruitment and Occupational Health is higher than normal due to the employment market and a shortage of key skills. This is impacting on the speed / volume of recruitment processes, including pre-employment checks across Recruitment and Occupational Health. It is also slowing down unconditional offers and impacting on the workforce requirements for the Phase 2 Expansion. Concerns have been raised regarding current digital infrastructure required for recruiting at scale, and the delayed implementation of the Digital Occupational Health Pre-employment system due to ongoing and competing priorities. This risk is being actively managed.	Early planning through NHS Scotland Academy to recruit, train and develop a range of clinical roles, with particular emphasis on peri-operative training. We will continue with domestic recruitment and are piloting international recruitment. Recruitment adverts are out currently for Recruitment Assistants and Occupational Nurses. Additional measures such as Agency staff may be required in the short to medium term to bolster the Recruitment and Occupational Health Teams. Ehealth in NHS Golden Jubilee are working to implement this system but are impacted by other ongoing priorities.	RR1	NHS Recovery Plan National Treatment Centres NHS GJ Board Strategy NHS GJ Interim Workforce Supply NHS Scotland Centre for Workforce Supply	Deliverable supports recruitment to key roles including Phase 2 expansion. It will assist the reduction of elective waiting times in line with the NHS Recovery Plan, and contribute towards timely access to elective services, therefore improving health outcomes.
NHSGJ	Recruitment and retention	Workforce	2021-GJ74	Blue	Development of three-year Board Workforce Plan aligned to Annual Delivery Plan and Financial Plan	Completion of 3-year Workforce Plan by March 2022. Submission date now extended to 31 July 2022 by SG	NHS GJ's Workforce Plan has been updated to reflect feedback from Scottish Government and published. The Workforce Planning and Transition Group meets on a monthly basis, ensuring that workforce actions are delivered and this is reported to NHS GJ's Staff Governance and Person Centred Committee. The Workforce Plan will be reviewed in 2023/24 financial year, however for the purposes of reporting this measure is now complete.	NHS Golden Jubilee	n/a	n/a	RR1	NHS Scotland Recovery Plan NHS Golden Jubilee: - Board Strategy - Remobilisation Plans - Annual Delivery Plans (from April 2022) - Financial Plan - Diversity and Inclusion Strategy - Health and Wellbeing Strategy NHS Scotland Academy Work Plan	Deliverable aims to deliver the workforce Board needs in the short-medium term by delivering sustainable and high quality services within NHS Scotland. This will assist the delivery of timely access to services and positive patient outcomes.
NHSGJ	Staff wellbeing	Workforce	2021-GJ75	Green	Staff mental health and wellbeing support services Introduction of Mental Health First Aider Training Model Enhancement of current in-house short and long term psychological services	March 2023 March 2023	Mental Health First Aider Training is an ongoing delivery and for the purposes of this action plan this action is closed. Ongoing review of training provision will be an element of the learning needs analysis process. Employee Assistance Programme available through the Occupational Health team. New Occupational Health post currently going through job evaluation process - recognised as a key role in supporting mental health services for staff.	NHS Golden Jubilee	Creating mental health awareness could lead to increase need for additional in-house psychological support services for staff. Impact of COVID restrictions resulting in use of virtual training environments which can impact on training accessibility.	Additional resources being allocated to support delivery of specific aspects of the Health and Wellbeing Strategy. Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group.	SW1	NHS Golden Jubilee Health and Well Being Strategy Stress in the Workplace Strategy	Deliverable contributes towards promoting a healthy workforce and enhances the delivery of safe and effective care, timely access to services and contributes to positive health outcomes.
NHSGJ	Staff wellbeing	Workforce	2021-GJ76	Green	Supporting staff health and wellbeing through physical activity and dietary awareness Staff vaccination programmes (Covid and seasonal Flu)	March 2023 March 2023	Physical health promotion continues and examples include: physical health blogs, fitness challenges and healthy eating promotion. Staff vaccinations programme 2022: NHS GJ was allocated 800 Covid booster vaccinations and administered 794. This equates to 99.25% successful utilisation. In addition 870 Flu vaccinations were facilitated. This element of the deliverable is now complete.	NHS Golden Jubilee	Lack of staff uptake of vaccination Covid restrictions impacting on physical distancing	Regular promotion through a range of communication channels Activity planned that supports Covid restrictions and plans reviewed in line with national review of restrictions Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group.	SW1	NHS Golden Jubilee Health and Wellbeing Strategy	Deliverable contributes towards promoting a healthy workforce and enhances the delivery of safe and effective care, timely access to services and contributes to positive health outcomes.
NHSGJ	Staff wellbeing	Workforce	2021-GJ77	Green	Staff financial and social wellbeing Review and promote available resources for financial wellbeing	March 2023	Financial and social group work continues and this quarter's focus has been on scoping out a food exchange, which has been approved and aim to launch third quarter of the year.	NHS Golden Jubilee	Some external support organisations operating amended service Meeting expectations of what a rest space should contain. Lack of available space for wellbeing centre	Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group. Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group.	SW1	NHS Golden Jubilee Health and Wellbeing Strategy	Deliverable contributes towards promoting a healthy workforce and enhances the delivery of safe and effective care, timely access to services and contributes to positive health outcomes.

NHSGJ	Staff wellbeing	Workforce	2021-GJ78	Green	<p>Creating the right conditions across the organisation for good health and wellbeing</p> <p>March 2023</p> <p>Continue to participate in national iMatter (2022) to identify and support improvements for staff experience at team and board level</p> <p>Creation of staff satellite networks to represent the Protected Characteristics of Race, Disability, Sexual Orientation and Trans Status</p>	<p>NHS GJ has now established 5 staff diversity networks to represent the protected characteristics of:</p> <p>Race - Ethnic Minority Network</p> <p>Disability - Ability Network</p> <p>Sexual orientation/Trans status - LGBT+ Network</p> <p>Religion & belief - Spiritual Care Network</p> <p>Sex - Women's network</p> <p>The Young Persons network to represent the protected characteristic of age will be established by end of Q4.</p> <p>A new WhatsApp group has been established to provide a virtual community for our cohorts of international nurses.</p> <p>Executive Directors are being established to represent each staff diversity network.</p> <p>iMatter - the 2022 cycle is complete and teams are being encouraged to update action plans and team stories. Planning for 2023 cycle will begin in March.</p>	NHS Golden Jubilee	Lack of staff engagement	<p>Working group established to support iMatter 2021 campaign</p> <p>Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group</p> <p>Progress monitored through the Diversity and Inclusion Group</p>	SW1	<p>NHS Golden Jubilee Health and Wellbeing Strategy</p> <p>NHS Golden Jubilee People Strategy</p>	Deliverable contributes towards the ongoing delivery of positive health outcomes as patient care is influenced by staff wellbeing and experiences within the workplace.
-------	-----------------	-----------	-----------	--------------	--	---	--------------------	--------------------------	---	-----	---	---