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| Board Meeting: | 31 March 2022 |  |
| Subject: | Staff Governance Person Centred Committee Update |
| Recommendation: | Board members are asked to:  |  |  | | --- | --- | | Discuss and Note |  | | Discuss and Approve |  | | Note for Information only |  | | |

## 1 Background

The Staff Governance Person Centred (SGPC) Committee was held on 3 March 2022, the following key points were noted at the meeting.

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| **Item** | **Details** |
| **Safe Working Environment** | Committee welcomed the comprehensive report from the Health & Safety Committee. In particular Committee welcomed the granular level of detail provided on risk management, and the opportunity the report provided to scrutinise hospital wide risks. Committee also considered the governance arrangements in place to ensure appropriate reporting of risks to the Committee, and to the Board’s Audit & Risk Committee. |
| **Well Informed** | Committee noted that face-to-face events, including Long Service Awards, recruitment events, and national NHS events will return during 2022. The Committee specifically noted the evolving programme of events to celebrate the 20-year anniversary of NHS Golden Jubilee.  Committee discussed the Integrated Performance Report findings. The Committee noted measures aimed at raising appraisal rates and job plan completion in time for financial year end. Committee expressed cautious optimism regarding staff absence rates and noted the position of NHSGJ relative to NHS Health Boards throughout Scotland. The Committee noted that the Escalation Process in relation to Job Planning was being implemented.  NHS Golden Jubilee grievances and disciplinary rates remain low when compared with other NHS Scotland boards. Committee noted the upcoming publication of NHSGJs iMatter report, and the opportunity the Committee will have to place data reported to the Committee (including on grievances and disciplinary matters) in the context of that report. |
| **Well Trained** | Committee welcomed the presentation by Christina MacLean of the AHP draft Strategy Workforce Plan. The Committee commended the comprehensive work undertaken in preparation of the Strategy. The final strategy plan will be presented at a future Committee for discussion. |
| **Involved in Decisions** | Committee noted no changes to Terms of Reference at present. The Committee recognised that Terms of Reference will require to remain under consideration due to the evolving and growing nature of NHSGJ services. |
| **Fair and Consistent** | Committee noted a comprehensive report prepared by the Board Secretary on work undertaken and programmed in implementation of the Blue Print for Good Governance. The Committee noted likely national activity in further evolution of the Blueprint, and noted the upcoming Board Seminar on Active Governance, delivered by National Education Scotland. Committee noted further opportunities for partnership working with strategic partners, such as the University of Strathclyde, in this area. |

The next meeting is scheduled for 3 May 2022.

## 2 Recommendation

Board Members are asked to note the SGPC Committee Update.

**Marcella Boyle, Chair – Staff Governance Person Centred Committee**

**Gareth Adkins, Director of Quality, Innovation & People**