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| Board Meeting: | 24 May 2022 |  |
| Subject: | Staff Governance Person Centred Committee update |
| Recommendation: | Board members are asked to:  |  |  | | --- | --- | | Discuss and Note | X | | Discuss and Approve |  | | Note for Information only |  | | |

## 1 Background

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

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| **Item** | **Details** |
| **Safe Working Environment** | Committee discussed resources allocated and actions undertaken by Occupational Health and Safety and noted the work undertaken by the Health and Wellbeing Group which provided a strong delivery for 2021/2022.  Committee commended Donna Akhal and Lisa Walsh for their work on the iMatter deep dive. Committee also discussed interconnections between iMatter and other work-streams/priorities aimed at staff well-being, and noted how individual team action plans will support improvement of staff experience. |
| **Person Centred** |  |
| **Well Informed** | Committee noted the Integrated Performance Report. Committee requested work to investigate the possibility of identifying mental health absences attributable to work and those attributable to non-worked related mental health issues.  Committee agreed to undertake a deep dive into the Strathclyde University Partnership to assess opportunities to support staff mental health and wellbeing and monitor how many financial enquiries are made by staff to the Employee Assistance Programme, following the current financial crisis.  Committee commended Sandie Scott and the Communications team for their contribution during the pandemic. Committee noted that social media engagement statistics would be presented in the next Committee cycle.  Committee were informed that Long Service Awards have experienced delays and discussed how to achieve the best outcome recognise the contributions of staff and volunteers.  Committee discussed the draft Annual Workforce Plan. Committee noted a number of actions aimed at developing the workforce strategy with support of non-executives if required.  Committee approved SGPCC Terms of Reference, and annual report. Committee requested that consideration be given to the narration of members and attendance across NHSGJ governance committees, and how this is minuted. |
| **Appropriately Trained** | Committee discussed performance against mandatory training requirements, noting a decline in hygiene compliance rates. Committee discussed opportunities to categorise training requirements as mandatory as a result of statute or national policy, training which is mandated by NHSGJ, and other forms of training (advisory/optional) within the 2022/2033 report. |
| **Involved in Decisions** | Committee noted the Partnership Forum Update, including detail of the evolution of policies on early retirement and re-employment, and starting salaries.  Committee also noted a report on the time provided within NHSGJ relating to the performance of Trade Union duties. |
| **Fair and Consistent** |  |

The next meeting is scheduled for 5 July 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**