

| Board | Priority Area <i>select from drop down list</i> | Service Area | Reference | Jun'22 status | Key Deliverable - Name and Description | Key milestones | Progress against deliverables end June 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. | Pilot is ongoing with an additional service coming online to test out system change and process change. Business case approved with programme well underway. Recruitment of staff at a time of acute workforce pressure is challenging, requiring innovative solutions to ensure workforce requirements are met. Routes into employment are being explored. | 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. | 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. | 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 | Green | 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 | On track for submission on 31st July 2022. Final refinements being made prior to submission to Staff Governance Group and Person Centred Committee and Board in July before submitting to SG. | 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 awareness training continues as planned. On track for delivery of a further 6 sessions during 2022. Mental Health priority actions agreed and approved by Staff Governance Person Centred Committee | 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 | Staff physical and dietary health Staff vaccination programmes (Covid and seasonal Flu) Supporting staff health and wellbeing through physical activity and dietary awareness | March 2023 March 2023 | Continuation of regular promotion of staff health and wellbeing hub through regular blogs. 2022/23 Physical health priority actions agreed via Health and Wellbeing Strategy. Key actions include: - Development and promotion of health and wellbeing menus - Provide staff with ongoing physical health information - Provide opportunities for staff to improve physical health - Establish pool bike hire and increase engagement with Cycle to Work scheme | 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 | Promotion of life management services continue with online support accessible via eDigest and staff intranet page. Employee Assistance Programme offers financial advice and wellbeing support for staff and their relatives aged 16+. 2022/23 Financial and Social Health priority actions agreed and include: - Promotion of staff benefit schemes by March 2023 - Support on caring relationships - Scoping / development of staff food bank | 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 | | 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 | Creating the right conditions across the organisation for good health and wellbeing Continue to participate in national iMatter (2021) to identify and support improvements for staff experience at team and board level Creation of staff satellite networks to represent the Protected Characteristics of Race, Disability, Sexual Orientation and Trans Status | March 2023 | 2022 iMatter questionnaires are currently open to staff for completion. 2022/23 Creating the conditions priority actions agreed and include: - Engagement on what matters to staff - Resilience Framework - Review of sub-group purpose and membership - Lead on the creating connections theme for July - currently ongoing | NHS Golden Jubilee | Lack of staff engagement | Working group established to support iMatter 2021 campaign Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group Progress monitored through the Diversity and Inclusion Group | SW1 | NHS Golden Jubilee Health and Wellbeing Strategy NHS Golden Jubilee People Strategy | Deliverable contributes towards the ongoing delivery of positive health outcomes as patient care is influenced by staff wellbeing and experiences within the workplace. |