Corporate Governance Quarter One Report 2025/26



1. Governance

## 2.3 Assessment



The Board continued to meet regularly within a hybrid model. In total 14 papers were presented to NHS GJ Board for approval during Quarter 1. These were:

* Integrated Performance Report
* Whistleblowing Annual Report for 2024/25 incl Q4
* Golden Jubilee Research Institute Annual Report for 2024/25
* Health and Safety Annual Report for 2024/25
* Duty of Candour Annual Report for 2024/25
* NHS Golden Jubilee Code of Conduct
* NHS Golden Jubilee Standing Orders
* End of Year Overview for Health Associated Infection Reporting Template (HAIRT) Report 2024/25
* Volunteer Charter
* Financial Report, Month 12 (as at 31 March 2025)
* 2024/25 Annual Delivery Plan Q4 Update
* Performance Report
* Strategic Risk Register
* Corporate Governance Annual Report for 2024/25

In total 6 papers were presented to NHS GJ Board Private Session for approval during Quarter 1. These were:

* Annual NHSSA Financial Report for 2024/25
* Annual CfSD Finance Report for 2024/25
* NHS GJ Governance Committees Annual Reports for 2024/25
* Draft Governance Statement
* NHS Golden Jubilee Annual Report and Accounts 2024/25 (Final)
* Letter of Representation

1. Non-Executive Directors
2. Governance

The Board Chair attended the Board Chairs Group in April and May and also met with the Cabinet Secretary on 14 May 2025. The Board Chairs met with the new Chief Operating Officer regarding Waiting Times Improvement of Long Waits.

The Board Chair chaired the first National Care Service Advisory Board.

The Board Chair attended the NHS Scotland Event on 9 June 2025.

An informal drop-in session was held on 11 June 2-25 for potential Non-Executive Director Candidates.

The Board Chair attended a photo-call for the public announcement of NHS GJ University status with Glasgow.



The Chair of Staff Governance Person Centred Committee received an update on the Kindness Matters programme and welcomed further updates once the survey results were shared. The Committee received an update on Agenda for Change and was pleased with the progress on the outline plan for Reduced Working Week and the Band 5 Nursing Review. Other reports to the Committee included the approval of the Volunteer Charter and welcomed the news that NHS GJ were continuing to increase Volunteer numbers.



The Chair of Finance and Performance Committee noted the approval of the Operational Performance Report for Month 11, reporting all areas performed well and maintained a level which was close to the stated Annual Delivery Plan target, despite challenges such as Storm Eowyn and the delay to the opening of Phase 2. The Chair noted the improvement work on aligning risks to objectives and the establishment of the Executive Risk Group.



The Chair of Strategic Portfolio Governance Committee commended the work undertaken by Stuart Graham and the eHealth team on the Digital Improvement Plan. The Chair noted the Committee received an update on the proposed Diagnostic Centre which included project management arrangements and the agreed governance procedures. The Chair advised the Committee expressed concern over the proposed timeline and Gordon James advised this had been expressed to Alan Morrison and the Policy Team within Scottish Government.



The Chair of Clinical Governance Committee commended the work of the teams who supported the work around Health Associated Infection Annual Report 2024/25. The Chair welcomed the news for both patients and staff around the 38 new research projects. The Committee received a Patient Story of a positive patient experience and thanked all staff who were involved in the patient journey.



The Chair of Audit and Risk Committee received various Audit Progress reports, recognising the large volume of work which had been achieved. The Chair commended the communication and relationship between External/Internal Auditors and Management. The Committee recognised the large volume of work that had been undertaken by the Committee within the annual report.

1. Non-Executive Directors
2. Board Development

**3.0 Board Development**

Board development is a key priority and to support this a Board Seminar took place on 29 April 2025 which focussed on the Proposed Diagnostic Centre. In addition, a seminar held on 26 June 2025 prioritised Kindness Matters Feedback and the Public Sector Reform Publication, Service Renewal Framework and the Population Health Framework.

Non-Executive Director development is continually embedded throughout the Board calendar.

1. Executive Directors
2. Non-Executive Directors

Executive Director Appraisals were carried out during June 2025 and the Executive Directors developed the Corporate Objectives for 2025/26.

The Chief Executive and Director of Finance met with Central Legal Office (CLO) for the Annual CLO Performance Service meeting.

Executive Directors continued to meet fortnightly to discuss the Achieving the Balance programme.

1. Corporate Governance

The Board approved the Corporate Governance Annual Report for 2024/25, the Code of Conduct, the Standing Orders and Work Plans for Board meetings and Seminars for 2025/26. The Patient Story was added as a standing agenda item for the private sessions.

1. Blueprint for Good Governance – Second Edition



The Blueprint for Good Governance – Second Edition (“the Blueprint”) sets an expectation that each Board’s governance arrangements will be subject to a systematic evaluation annually via a self-assessment exercise and once every three years by someone external to the Board.

The Blueprint for Good Governance Implementation Plan was approved in March 2025. Governance Committees discuss progress of their relevant actions at each meeting and the Board receive an update on progress of the actions within the Implementation Plan.

1. Directors Letters

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There were a total of 4 Directors Letters (DLs) received during Quarter 1, which are detailed in Appendix One. Eight of these have now been closed. The four that remain open relate to the following:

* DL(2025) 10 – Update to the Code of Practice for the International Recruitment of Health and Social Care Personnel in Scotland – minor update to the code of practice.
* DL(2025)12 – Foundation Year One (F1) Doctors Mandatory Induction/Shadowing Arrangement – internal induction event scheduled 6 August 2025 – Dr Lorna Swan
* DL(2025) 10 – Update to the Code of Practice for the International Recruitment of Health and Social Care Personnel in Scotland – minor update to the code of practice.
* DL(2025)12 – Foundation Year One (F1) Doctors Mandatory Induction/Shadowing Arrangement – internal induction event scheduled 6 August 2025 – Dr Lorna Swan

If you wish to view any of the DLs then please use the following web address: [https://www.publications.scot.nhs.uk/](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.publications.scot.nhs.uk%2F&data=05%7C02%7CChristine.Nelson%40gjnh.scot.nhs.uk%7Cd76f20a76f654690b3f808dcc76bd0ed%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638604513073313283%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=CUPtLYN0xpfqz6sn0IbtlIZnK46%2Bo2%2BigUoqP6ERMKc%3D&reserved=0)

1. Other Communications

Other Communications received by the Board within Quarter 1 were as follows:

* PCS(AFC)2025-5 – Pay and Conditions for NHS staff covered by the Agenda for Change Agreement
* SGH CMO(23025) 08 – Ceasing Flu Antivirals 2024/25
* Publication of the Population Health Framework – framework published
* Children (Care, Care Experience and Services Planning (Scotland) Bill – Bill introduced to Parliament 17 June 2025 by First Minister
* Public Bodies Climate Change Duties – progress on IESS.21.012
* STAC(TC502)2025 (re PCS(AFC)2025/6) – NHS Scotland Annual Leave Policy for Agenda for Change Staff – new guidance on how to deal with Annual Leave and Public Holidays during 2025/26.
* PCS(AFC\_2025/26) – NHS Annual Leave Policy for Agenda for Change Staff – updated policy
* PCS(DD)2025/01 – Pay and Conditions for Service Remuneration of Hospital Medical and Dental Staff, Doctors and Dentists in Public health Medicine and the Community Health Service – authorised changes in the pay and national terms and conditions of service as noted.
* PCS(SDIA)2025/1 – Scottish Distant Islands Allowance – no action.
* PCS(DD)2025/01 – Update Pay and Conditions of Service Remuneration of Hospital, Medical and Dental Staff, Doctors and Dentists in Public Health Medicine and the Community Health Service – reference in paragraph 14 referring to the uplift being payable in September was incorrect.  The uplift will instead be reflected in the July 2025 salaries and will be backdated to April 2025.
* STAC(TCS01)2025 – UK Staff Council: Publication of Reviewed Nursing and Midwifery Profiles for Bands 2-9 – for guidance.

**Funding Letters**

* NHS GJ Foundation Allocations – Update
* Confirmation of Additional Planned Care Funding 2025/26

**Letters**

* BCE/BCG First Minister Letter Strategic Update on Reducing Long Waits
* TCI Booking Process – Update to Booking Process and Data Tracking/Reporting
* Public Bodies Climate Change Duties – progress on IESS.21.012
* Publication of the Population Health Framework – framework published
* Children (Care, Care Experience and Services Planning (Scotland) Bill – Bill introduced to Parliament 17 June 2025 by First Minister

**Guidance**

* Band 5 Nursing Roles Review - Roadshows scheduled to encourage members to consider applying for a review of role as part of national guidance.

**Chief Medical Officer (CMOs)**

There was no correspondence received from CMO during this Quarter.

Relevant communications have been shared with Partnership Forum and discussed within the Staff Governance and Committee meetings.

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