# NHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 27 November 2025**

### **Title: People Update – Mid Year Review**

### **Responsible Executive/Non-Executive: Laura Smith, Deputy Chief Executive and Executive Director of People and Culture**

### **Report Author: Laura Smith, Deputy Chief Executive and Executive Director of People and Culture**

## 1 Purpose

This is presented to NHS Golden Jubilee Board for:

### Awareness

### This report relates to a:

* Annual Operation Plan

### This aligns to the following NHSScotland quality ambition(s):

### Safe

* Effective
* Person Centred

This aligns to the following NHSGJ Corporate Objectives:

* Optimal Workforce
* Culture, Wellbeing and Values

## 2 Report summary

## 2.1 Situation

The purpose of this report is to share progress and provide assurance against each of the objectives within the People Team.

## 2.2 Background

The People Team is made up of the following sub-teams, all of whom work together to help the staff and volunteers of NHS Golden Jubilee thrive:

* Spiritual Care
* Volunteering Services
* Occupational Health
* Equalities
* Learning
* Organisational Development
* Recruitment
* HR

## 2.3 Assessment

This report shares the latest progress against each of the objectives of these teams through the reporting period of April-September 2025.

### 2.3.1 Quality/ Patient Care

Each team is committed to protecting patient care.

### 2.3.2 Workforce

Each team is committed to attracting, recruiting and developing the optimum workforce to support our patients.

### 2.3.3 Financial

Each team is committed to achieving these objectives within their annual budgets.

### 2.3.4 Risk Assessment/Management

Each team ensures the work they’re doing links to the corporate and strategic risk registers.

### 2.3.5 Equality and Diversity, including health inequalities

Each team is committed to ensuring equality, diversity and inclusion is front and centre of their thinking when delivering these objectives.

### 2.3.6 Climate Emergency and Sustainability

Each team is committed to ensuring these objectives are met in a sustainable way.

### Communication, involvement, engagement and consultation

Each team is committed to working collaboratively across the People Team, and with all colleagues in NHS Scotland.

### Route to the Meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report:

* Staff Governance Group – 13 October 2025
* Partnership Forum – 17 October 2025
* Staff Governance and Person Centred Committee – 6th November 2025

## 2.4 Recommendation

* **Awareness** – For Members’ information only.

## List of appendices

The following appendices are included with this report:

* People Update – Mid Year Review