



NHS Golden Jubilee

Meeting:	NHS Golden Jubilee Board
Meeting date:	29 May 2025
Title:	Staff Governance and Person Centred Committee Board Update
Responsible Executive/Non-Executive:	Laura Smith, Executive Director of People & Culture Rob Moore, Non-Executive Director
Report Author:	Nicki Hamer, Head of Corporate Governance and Board Secretary

1 Purpose

This is presented to NHS Golden Jubilee Board for:

- Awareness

This report relates to a:

- Government policy/directive
- Local policy

This aligns to the following NHS Scotland quality ambition(s):

- Governance arrangements are aligned to all Corporate Objectives

2 Report summary

There were no issues of concern raised at the meeting.

The Staff Governance and Person-Centred Committee met on 12 May 2026. The key points are summarised below.

Item	Details
Consent Agenda - Approval	The Committee approved the Remuneration Committee Annual Governance Report 2025/26, the Health and Safety Quarter 4 Report, and the Committee's Terms of Reference.
Appropriately Trained	The Committee received an update on mandatory training compliance. Early uptake of the new Once for Scotland modules

	is positive. The Committee was assured that compliance will continue to be monitored and supported.
Item	Details
Treated Fairly and Consistently	The Committee received an update on progress against the Equality Outcomes (2025–2029). Members noted good progress on inclusive environments, person-centred care, digital access, anti-racism work and reasonable adjustments. The Committee welcomed the range of work delivered so far and supported plans to speed up work on the ageing workforce, recognising demographic pressures and emerging workforce risks.
Involved in Decisions	The Committee received a presentation on the national Business Systems Transformation Programme. The scale, complexity and risk were highlighted, particularly the impact on HR, payroll, finance and procurement.
Well Informed	<p>The Committee approved the Performance Report and the Staff Absence Deep Dive, which analysed staff absence trends in detail.</p> <p>The Committee received an update on Kindness Matters and was assured that staff wellbeing remains an organisational priority.</p> <p>The Committee received an update on Agenda for Change. Members noted progress on the outline plan for the Reduced Working Week and the Band 5 Nursing Review and welcomed the level of work completed so far.</p> <p>The Committee received and approved the Annual Governance Statement. This confirmed that appropriate scrutiny was in place throughout the year and supported its inclusion in the Annual Report and Accounts.</p>
Safe Working Environment	<p>The Committee approved the Strategic Risk Register and was assured that workforce-related risks are being actively reviewed, updated and managed.</p> <p>The Committee received the Healthcare Staffing Quarter 4 update and noted that the processes are well embedded.</p>
Consent Agenda - Awareness	The Committee noted the Whistleblowing Annual Report and the Partnership Forum approved minutes from March 2026.

The next Staff Governance and Person Centred Committee meeting is on 11 August 2026.

3 Recommendation

The Board is asked to note the Staff Governance and Person-Centred Committee update.

Rob Moore
Chair – Staff Governance and Person-Centred Committee
May 2026