NHS Golden Jubilee

Meeting:	**NHS Golden Jubilee Board**
Meeting date:	**27 August 2026**
Title:	**Staff Governance and Person-Centred Committee Board Update**
Responsible Executive/Non-Executive:	**Laura Smith, Executive Director of People and Culture** **Rob Moore, Non-Executive Director**
Report Author:	**Nicki Hamer, Head of Corporate Governance and Board Secretary**

1 Purpose

This is presented to the Board for:

Assurance	☒	Awareness	☒
Discussion	☒	Decision	☐

This report relates to a:

Annual Delivery Plan	☐	Local Policy	☒
Emerging Issue	☐	NHS / IJB Strategy or Direction	☐
Government Policy or Directive	☒	Other	☐
Legal Requirement	☐		

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

Safe	☒	Effective	☒
Person-Centred	☒		

2 Report summary

The Committee received assurance across the areas within its remit and did not identify any matters requiring escalation to the Board.

The Staff Governance and Person-Centred Committee met on 11 August 2026. The Committee acknowledged the contributions of colleagues who are leaving or moving to new roles, including Committee members Linda Semple and Anne Marie Cavanagh and Board Secretary, Nicki Hamer.

The key points are summarised below.

Item	Details
Consent Agenda – Approval	The Committee approved the Job Evaluation Annual Report and Health and Safety Quarter 1 Report.
Appropriately Trained	The Committee received assurance from the Medical Appraisal and Revalidation Annual Report, noting strong appraisal compliance, with approximately 92% of doctors completing appraisals on time and nine recommended for GMC revalidation. The Committee approved the Clinical Education Annual Report and took assurance from the breadth of education, training and workforce development activity. The report's accessible format was welcomed as good practice.
Treated Fairly and Consistently	The Committee welcomed improved iMatter results, reflecting stronger staff engagement and a positive shift in organisational culture. The Committee received the Workforce Monitoring Annual Report and noted improvement activity, with long-term absence, mental health-related absence and workforce sustainability remaining areas for continued focus.
Involved in Decisions	The Committee noted strong progress against the Staff Governance Action Plan 2025/26, with most actions complete or on track.
Well Informed	The Committee approved the Staff Governance Performance Report, taking assurance from stable turnover and improved appraisal compliance, while noting that absence and mandatory training compliance require further improvement. The Committee received the Band 5/6 Review update, noting strong progress and the need for national consistency. The Committee welcomed the Protected Learning Time and Mandatory Training update, noting the delay to the national Training Passport and ongoing local work to improve reporting and compliance. The Committee approved the Corporate Objectives 2026/27, noting strengthened alignment with the Board Strategy, Delivery Plan, Scottish Government reform priorities and organisational values. The Committee approved the People Directorate Highlights

	Annual Report and welcomed achievements across culture, workforce initiatives, equality and diversity, and NHS Scotland collaboration.
Safe Working Environment	The Committee approved the Strategic Risk Register and took assurance from controls, executive oversight and alignment with wider risk management arrangements, noting that emerging risks will continue to be refined. The Committee received the Quarter 1 Health and Care Staffing Report and took assurance from the substantial and reasonable assurance levels reported, with ongoing work to strengthen recording, monitoring and improvement. The Committee approved the revised Committee Agenda Structure, supporting stronger alignment with the Staff Governance Standards and clearer oversight of business. The Committee approved the Nursing Delivery Plan 2026–2030, noting alignment with strategic priorities and its focus on workforce development, wellbeing, retention and sustainability.
Consent Agenda – Awareness	The Committee noted the Feedback Annual Report, Whistleblowing Quarter 1 Report, Communications and Marketing Annual Report, and Partnership Forum approved minutes from May 2026.

The next Staff Governance and Person-Centred Committee meeting is on 10 November 2026.

3 Recommendation

The Board is asked to note the assurance received by the Staff Governance and Person-Centred Committee and the areas identified for continued oversight.

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