

NHS Golden Jubilee



Meeting: NHS Golden Jubilee Board
Meeting date: 27 August 2026
Title: People Team Highlight Report 2026
Responsible Executive/Non-Executive: Laura Smith, Deputy Chief Executive and Executive Director of People and Culture
Report Author: Donna Akhal, Head of Learning and Organisational Development on behalf of the People Directorate

1 Purpose

This is presented to Board for:

Assurance	☐	Awareness	x
Decision	x	Discussion	☐

This report relates to a:

Annual Delivery Plan	x	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	x	Effective	X
Person-Centred	x		

Please select the level of assurance you feel this report provides to the board/committee and briefly explain why:

Significant	x	Moderate	☐
Limited	☐	No Assurance* / Not Yet Assessed* (*delete)	☐

Comment: Full assurance provided that the People Directorate have delivered on agreed work objectives for 2025/2026 and continuously monitor progress.

From the list below, please select which Board Priority this paper relates to. If none of the priorities suit, please select other and briefly explain why this paper needs to be reviewed at Board/Committee:

Service Sustainability	☐	Financial Sustainability	☐
Workforce Sustainability	x	Environmental Sustainability	☐
Quality and Safety	x	Population Health and Health Inequalities	☐
Other	☐		

2 Report summary

2.1 Situation

The People Team Highlights Report 2026 is presented for awareness and provides a summary of key achievements and impact delivered across the People Directorate during 2025/2026.

2.2 Background

The report brings together contributions from teams across the Directorate, showcasing how their work has supported organisational priorities, staff experience, workforce development and the delivery of high-quality patient care.

2.3 Assessment

The report demonstrates progress across a range of priorities, including workforce recruitment and retention, leadership and learning, employee wellbeing and safety, organisational culture, workforce planning and inclusion. It highlights the collective contribution of People Directorate teams and the value they bring to colleagues and the organisation.

2.3.1 Quality/ Patient Care

The activities highlighted within the report have positively supported workforce capability, staff experience and organisational culture, contributing indirectly to the delivery of safe, effective and person-centred patient care.

2.3.2 Workforce

The report demonstrates the positive impact of People Directorate services on workforce recruitment, retention, wellbeing, safety, learning, leadership development and employee experience.

2.3.3 Financial

The report is for information only and has no direct financial implications; activities described have been delivered within existing approved budgets and resources.

2.3.4 Risk Assessment/Management

The initiatives outlined within the report contribute to the mitigation of workforce-related risks through proactive workforce planning, staff development, wellbeing support and culture improvement activities.

2.3.5 Equality and Diversity, including health inequalities

The work highlighted supports the Board's commitment to equality, diversity and inclusion, contributing to the Public Sector Equality Duty, Fairer Scotland Duty and delivery of the Board's Equality Outcomes. No separate impact assessment has been completed as this paper is presented for information only.

2.3.6 Climate Emergency and Sustainability

There are no direct climate emergency or sustainability impacts arising from this report; however, several initiatives support sustainable workforce practices and long-term organisational resilience.

2.3.7 Other impacts

The report provides an opportunity to recognise achievements, share good practice and strengthen understanding of the contribution made by People Directorate teams across the organisation.

2.3.8 Communication, involvement, engagement and consultation

The work highlighted within this report is informed by national and local priorities and has been developed through ongoing engagement and consultation with staff, managers, staff-side representatives and key stakeholders.

2.3.9 Route to the Meeting

Staff Governance Group – 21 July 2026.

Partnership Forum – 3 August 2026.

Staff Governance and Person Centred Committee – 11 August 2026

It will be shared with other relevant groups and committees.

2.4 Recommendation

- **Decision** – Reaching a conclusion after the consideration of options.

3 List of appendices

The following appendices are included with this report:

- Appendix No 1, People Team Highlight Report 2026