

Purpose of Report

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 12 April 2022.

Recommendation

The Board is asked to note the following key points:

1. Staff Governance Standard Assurance

Facilities, Estates and eHealth management and staff side representatives attended the Committee to present a jointly agreed assessment of compliance with the Staff Governance Standard. The approach taken to the assessment was deemed to be exemplar. The Committee welcomed being informed of both the positives and the challenges and of the understanding and context delivered of why challenges existed. The Committee was impressed with the approach of creating the opportunities to speak with the staff, building trust and the consensus between management and staff side to finding solutions, recognising that early intervention was key.

2. Statutory and Mandatory training action plan revision

As the Committee was not assured that the action plan, presented at the 12 April 2022 meeting, addressed the short term issues and the responsibilities of both staff and managers, a revised plan was presented to the Committee detailing the initial remedial actions for the 2022/23 financial year. As the Committee felt there continued to be a lack of clarity on the aims and timescale, an initial discussion took place on the recommendations only to enable a fuller discussion at a development session/workshop. The Committee therefore did not seek assurance from the revised action plan.

3. HSE visit Action Plan update

The Committee was provided with an update on the HSE intervention relating to the prevention and management of violence and aggression (PMVA). The Committee was informed of the positive feedback and improvements identified by the HSE, being taken forward by a short life working group. A number of risks and mitigations had been identified. The Committee was concerned on the lack of understanding with regard to health and safety governance arrangements following a move to the Portfolio model and that this had only been highlighted to the Committee as a result of the HSE intervention. Portfolio governance arrangements had been discussed at the Chief Executive Team, the current governance arrangements remain extant until change is completed beyond the Portfolio leadership arrangements that have been the focus to date. The Committee noted the content and was assured by the intent of the Action Plan but was concerned that the agreed action plan would not be achieved in the timeframe set by the HSE. Consideration of the opportunity for discussion at the Board Seminar on 7th July 2022 under the risk heading.

4. BPA Culture Survey output

The Committee was informed of the range of information made available in the snapshot of outcomes available on the intranet and of the next steps in terms of support for teams. It was outlined that a successful cultural change has four essential ingredients – a shared

vision on what you are trying to achieve; the will to do it – a commitment from every manager; the resources (especially time) to implement the changes; and a plan with dates, accountabilities and (especially) the first step. Work already committed to in the Colleagues and Culture section of the Plan for the Future linked to the actions necessary from the BPA survey. The Committee discussed the resource required to support positive team outcomes and the impact on the constraints and demands on time. In Portfolio/Directorate support should be provided to most teams, with organisational support targeted to teams in most urgent need and to address cross-cutting issues such as the retention of staff.

5. Whistleblowing Standards Quarter 4 2021/22 Report

The Committee approved the Quarter 4 report, completing a full year since the national Whistleblowing Standards were introduced from 1 April 2021, as the governance route for reporting to the Board.

6. NHS Scotland Staff Governance Standard monitoring Framework and iMatter staff experience 2020/21 and 2021/22

A Scottish Government letter had been received which noted good practice from the 2020/21 return and areas for which an update is required in the 2021/22 return. The process for 2021/22 monitoring was awaited. The letter also asked to consider actions that have been identified from the iMatter report, with headline information provided in an appendix.

7. Workforce Plan

The Committee received an update on the progress of devising the 3 year integrated Workforce Plan, an enabler plan to the Plan for the Future and Delivery Plan. The Workforce Plan would be presented to the Committee on 6 July 2022, before presentation to the Board.

Joyce Duncan
Chair
Staff Governance Committee
25 May 2022