

## **Staff Governance Committee Report to Grampian NHS Board Committee Meeting on 12 August 2019**

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### **Purpose of Report**

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 12 August 2019.

### **Recommendation**

The Board is asked to note the following key points:

#### **1. Staff Governance Standard Monitoring**

As the Staff Governance Committee is the guardian of the Staff Governance Standard the agenda has been revised to have a greater focus on receiving assurance that arrangements are in place to deliver the Standard. The agenda is now composed of three sections namely Staff Governance Standard system assurance, iMatter focus – Involved in Decisions; and Statutory information, reports and returns.

The Committee discussed how they receive assurance from the Staff Governance Standard monitoring process. Further work was agreed on the development of the iMatter focus – Involved in Decisions part of the agenda item, by developing a programme for Sector's to attend to give examples of how the Staff Governance Standard is functioning in their Sector, using the iMatter focus, to give the Committee assurance.

#### **2. Staff Governance Standard system assurance – Appropriately Trained and Developed**

The Committee received a presentation from Learning and Development, Nursing and Midwifery education; Organisational Development; Medical Education and Facilities and Estates colleagues, which gave a comprehensive overview of systems in place from which the Committee took assurance.

A pathway was presented to illustrate how being appropriately trained and developed is important throughout being an employee, from the interview stage; on-boarding, corporate induction, local job specific orientation and on-going development to ensure NHS Grampian has staff trained to a competent and safe standard, all of which assists with retention, resilience and sustainability.

A range of development and good practice examples were provided, which included the introduction of toolbox talks; management and leadership development on a local, regional and national basis including mentoring and coaching; introduction of the Nursing and Midwifery Electronic Passport and medical education. This included developing the young workforce, through programmes such as foundation, modern and graduate apprenticeships.

The Committee was informed of the actions in relation to talent spotting/succession planning and the Employability agenda.

The presentation concluded acknowledging risks and gaps for action, which included a learning strategy for Grampian.

The Committee acknowledged it was important to have appropriate mechanisms in place to know where the development areas were, to give assurance that the systems and interventions are effective and that the correct individuals are undertaking the development, including compliance with statutory and mandatory training, determined by the organisation or role specific mandatory training.

The Committee was assured that good systems are in place, along with a recognition of areas for further work.

### **3. Woodhill House Business Case and Agile Working projects**

The Committee received an informative presentation from the Property Transactions Manager, Head of Property and Asset Development and Greenspace Infrastructure & Agile Working Project Manager. The presentation described how the projects link to the Staff Governance Standard. The Committee was assured that if the business case is approved there will be continued engagement, support and communication with staff, as it was essential that staff were fully involved.

**Jonathan Passmore**  
**Chair**  
**Staff Governance Committee**  
**12 August 2019**