

## **Staff Governance Committee Report to Grampian NHS Board Committee Meeting on 26 November 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 26 November 2019.

### **Recommendation**

The Board is asked to note the following key points:

#### **1. Staff Governance Standard Monitoring – Facilities and Estates**

The Staff Governance Committee acts as a guardian of the Staff Governance Standard on behalf of the Board and works alongside the Grampian Area Partnership Forum (GAPF) to ensure compliance. The agenda format has been further revised to have a greater focus on receiving assurance that arrangements are in place to deliver the Standard, with an alternative Staff Governance Standard Monitoring process discussed with GAPF. A programme for Sector's to attend a Committee meeting to give examples of how the Staff Governance Standard is functioning in their Sector was agreed, trialled by Facilities and Estates Sector Partnership Forum attending the November Committee meeting. A Sector will be asked to present both what is going well, what is not so good and any experiences and suggestions for what could be done better and then have a two way discussion, with Staff Governance Committee.

It was considered that the change in process gives an opportunity for GAPF to support Sector Partnership Forums with any actions, communications, sharing positive messages, etc following the discussion at the Staff Governance Committee, strengthening the relationship between GAPF and the Staff Governance Committee.

The Facilities and Estates Sector Partnership Forum were thanked for their open assessment of compliance, recognising areas of both good practice (including being commended on their Health and Safety initiatives) and where things could be done differently. The Committee was assured that Facilities and Estates had appropriate structures and systems in place to raise awareness of both the Employer and Employee responsibilities under the Staff Governance Standard and to encourage compliance. The Facilities and Estates Sector Partnership Forum gave positive feedback on the change of process as it enabled an interaction between the Sector and the Committee.

#### **2. Staff Governance Standard system assurance – Involved in Decisions**

The Committee received a presentation from Adam Coldwells Interim Director of Strategy and Deputy Chief Executive and Mike Adams, Full Time Partnership Representative, which gave an assessment of the compliance with the Involved in Decisions element of the Staff Governance Standard.

Information from the iMatter Board report was used as evidence of compliance at an individual, team and organisation level. The work undertaken by the Systems Leadership Team (SLT) to explore what decisions staff had felt they had not been involved in and ideas of how they could

be better involved was also presented. The Committee was informed of examples of good and poor practice.

The Committee was assured that systems were in place and that learning was taken from examples where engagement with staff could have been improved, along with a recognition of areas for further work.

### **3. Sturrock Review Group**

The Committee received an update on the work of the NHS Grampian short life working group, which has been meeting regularly, reporting to the SLT Workforce Group. The Group through Organisational Development (OD) and HR Directors (HRD) networks were observing the work of the Ministerial short life working group which is progressing a framework to support improved workplace cultures, focussing on relationships, confidence, trust and behaviours. NHS Grampian has been commended for our submission of a nationally requested return which highlighted 29 tools and initiatives currently used to create positive and inclusive working environments. This will inform national work of seeking approaches that could be scaled up across NHS Scotland.

Local engagement with staff is currently occurring during November and December 2019 to gather how staff impressions on their workplace culture and reflections on the report. Views are being sought through a short questionnaire, discussions within the advisory structure and giving Teams who have discussed the topic the opportunity to submit key points if they wish.

A further update will be provided on the work of the Sturrock Review Group at the 25 February 2020 Staff Governance Committee.

**Jonathan Passmore**  
**Chair**  
**Staff Governance Committee**  
**26 November 2019**