

## **Purpose of Report**

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 27 February 2019.

## **Recommendation**

The Board is asked to note the following key points:

### **1. The management of risk**

The Committee received a presentation from Professor Nick Fluck, Medical Director on behalf of the Senior Leadership Team (SLT) on Supporting Systems Leadership to Thrive in a Complex World. The Committee received an update on PAIR - Performance, Assurance, Improvement and Risk - which is a mechanism to gather and link data and to develop assurance systems. The seven High Level Corporate Risks (Quality and Safety of Clinical Care; Workforce; Compliance; Infrastructure; Involvement and Engagement; Collaborative Working and Innovation and Transformation) and the planned corresponding SLT Sub-groups were outlined including development of organisation risk trees to embed active review of risks. Examples were used to illustrate the SLT Sub Groups' membership and outputs and how PAIR data would be used for assurance and learning, using the example of the Workforce SLT Sub-Group and the assurance link to the Staff Governance Committee.

### **2. Review of Constitution**

The Committee agreed to review the Constitution and refocus the Committee using all elements of the Staff Governance Standard, and risk information which will become available through PAIR, to ensure the systems, processes and policies are in place in order to deliver the assurance of the achievement of the Standard.

### **3. Early Engagement in Nursing Careers through Play Based Learning**

The Committee received a presentation from Colin McNulty, Senior Nurse Manager on this initiative, which is a workstream of the Sourcing and Recruitment Group and part of the Nursing and Midwifery Workforce Governance Council. The work originated from an NHS Education Scotland (NES) 2018 report: Pre-registration nursing recruitment and retention – underrepresentation of men.

Fourteen schools across NHS Grampian and NHS Lothian participated in a pilot, the aim of which was to change the perception of what a nurse is and healthcare generally, by working with schools. There was an audit of perceptions across participating age group (p1-3); provision of new role play resource (6 uniforms, poster, toys, equipment); removal of old role play equipment; with a re-audit later in 2019.

The Committee learnt that benefits could potentially arise from highlighting nursing and healthcare generally as a career and to lessen the anxiety of the child if they required healthcare. The Committee commended the initiative which was acknowledged as one that could be built on as a child progresses through education, continually highlighting healthcare as a career choice. The poster is shown below along with photographs of the children who came into the Royal Aberdeen Children's Hospital for filming.



#### 4. Occupational Health Service (OHS) update

In December 2018 NHS Grampian changed the criteria for those requiring pre-placement health screening. For each category of staff the requirement for pre-placement health screening has been assessed by risk. For low risk categories of staff i.e. non-clinical administrative staff (internal and external) – this includes all office workers; clinical staff (internal) moving between posts; and Facilities and Estates staff (internal) moving between posts, there will no longer be a requirement for OHS screening prior to taking up a new post. There will be no changes to the pre-placement health questionnaire requirements for external clinical staff; external non-administrative Facilities and Estates staff (porters, domestics, catering, laundry, linen services and other similar roles) and staff on redeployment due to ill health. This change has significantly reduced the time period to process pre-placement health screening thus potentially contributing to reducing the time period to commence a new start.

Did not attend (DNA) rates for all appointments are up from an average of 19.16% of appointments missed last year to 22.22% for the same period this year. Skin health appointments continue to have the highest number of DNA rates. Staff and managers are encouraged to ensure that all appointments are attended or cancelled with two business days' notice so that the appointments can be reallocated. This would significantly assist with wait times and access to specialist services. The Committee reviewed the actions currently being taken to reduce DNA rates and the future development of systems to allow self-booking, which the Committee thought would help. A global communication highlighting the need to reduce the DNA rates will be sent out.

**Jonathan Passmore**  
**Chair**  
**Staff Governance Committee**  
**27 February 2019**