

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 30 March 2020
Title:	Staff Governance Committee meeting on 11 February 2020 - report to NHS Board
Responsible Director:	John Rainey, Chair, Staff Governance Committee
Report Author:	Lorna Kenmuir, Asst. HR Director, People Services

1. Purpose

This is presented to the Board for: Awareness.

This paper relates to: Local policy to ensure good governance practice in reporting from Board Committees

This aligns to the NHS Scotland quality ambitions of Safe, Effective and Person Centred. Good governance practice supports the effective delivery of services across the organisation.

2. Report summary

2.1 Situation

This report provides information to Board Members on key issues discussed within the Governance Committee's remit, in order to provide assurance to the Board that those matters have been identified and are being addressed, where required.

2.2 Background

The Board Model Standing Orders advise that Board meeting papers will include the minutes of committee meetings which the relevant committee has approved. To ensure that there is no delay in reporting from committees this paper provides a timely update on key issues from committees.

2.3 Assessment

Key issues agreed by Committee are noted below. Identification of organisational risks, stakeholder considerations and other impacts were included in papers to the Committee.

2.3.1 PDR

- Although the percentage of completed PDRs is still low at 34%, increased and improved interventions have commenced; e.g. the Chief Executive has asked Directors to supply an improvement plan to reach 94% compliance for their areas; RAG reports have been introduced for reviewers and managers.
- Further developments have been made to Turas to give team progress updates.

2.3.2 Staff Governance and People Plan Assurance Report from North Ayrshire Health & Social Care Partnership

- The report was delivered by Stephen Brown, Director, and Marianne McBurnie, HR Manager.
- Particular recognition was given to the 140 'Thinking Differently, Doing Better' staff engagement sessions which have all been attended by the Director of the Health & Social Care Partnership and which attracted 2,000 staff. This evidences that staff on the ground are being listened to re: inefficiencies.

2.3.3 iMatter

- The board achieved a 60% response rate in 2019, with an organisational EEI score of 76.
- Phase 1 of the 2020 runs has now closed and reports will be available week commencing 9th March.
- The last three years have brought fairly consistent scores in the individual questions; e.g. a 78% score for 'treated fairly and consistently'.
- The iMatter team is offering to help teams develop their year on year action plans where required. A staff newsletter on iMatter is also being developed.
- On a national basis, the intention is to move away from paper-based submissions and explore other options, such as a mobile phone based questionnaire.

2.3.4 Health & Social Care Staff Experience National Report 2019

- The annual report has been further developed to capture all staff groups.
- Outcomes are being mapped against the Staff Governance Standards.
- 'Good News' stories are included to promote learning between Boards.
- The report is now 'whole system' in that it includes both NHS and Health & Social Care Partnerships.

2.3.5 People Plan – Support

- Committee was assured that there continues to be wide ranging activities in support of the Health, Safety and Wellbeing Strategy.
- There is a particular focus on Culture work with each Directorate holding Culture Workshops, the commissioning of a Culture Extreme Team, and NHSA&A is one of the Boards taking part in the national Dignity at Work programme.

2.3.6 Acknowledgements

- The Chair would like to express the Committee's thanks to Lesley Bowie and Patricia Leiser and to extend a welcome to Margaret Anderson and Sarah Leslie.

2.4 Recommendation

The Board is asked to be aware of and discuss the key issues highlighted and receive assurance that issues are being addressed, where required.