

NHS Ayrshire & Arran



Meeting: Ayrshire and Arran NHS Board

Meeting date: Monday 15 August 2022

Title: Staff Governance Committee meeting on 8 August 2022
report to NHS Board

Responsible Director: Sarah Leslie, HR Director

Report Author: Sarah Leslie, HR Director

1. Purpose

This is presented to the Board for: Discussion.

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 advises 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.

- Members expressed concern regarding the uptake of Whistleblowing training by managers, which had been highlighted through an Internal Audit of

compliance with Whistleblowing Policies and Procedures, and agreed that actions should be developed to improve the position.

- Committee noted the draft Workforce Plan 2022-25, and the particular challenges associated with corporate risk 764, clinical registrant supply and capacity, which was intrinsic element of the plan, as well as wider linkage to the Annual Delivery Plan. The plan pragmatically illustrated the need to stabilise the system to provide a strong foundation upon which to successfully deliver strategic reform via Caring for Ayrshire. A fundamental aspect of the plan was role development and the introduction of new complementary roles within multi-disciplinary teams to address workforce challenges as well as utilising new supply levers, such as international recruitment, to best effect across staff groups.
- Members received a presentation from the Pharmacy Directorate on progress against the Staff Governance agenda and commended several areas of good practice. These included the establishment of a Directorate specific Wellbeing Group and good progress in relation to PDR completion, with a target to reach 60% completion by the end of the current financial year.

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.