

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 4 December 2023
Title:	Staff Governance Committee meeting on 7 November 2023 Chair's 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 items 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 items from committees.

2.3 Assessment

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

- The Committee received an update on work being undertaken within Learning & Development and particularly noted the work around the Newly Appointed Leaders programme. This programme was introduced in 2021 for all newly

appointed or newly promoted managers. 576 managers have attended these sessions to date over three cohorts and a further cohort commenced in October 2023. Evaluation of all modules has been extremely positive as a support for new managers in leading people and teams.

- Members received an update on the International Recruitment programme in Ayrshire and Arran. The funded recruitment package offer includes NMC/ HCPC registration and associated test costs, visas, flights and accommodation for the first three months. The Committee received feedback on the positive impact of pastoral support prior and during the programme and the benefits to new recruits. To date we have successfully internationally recruited 24 NMAHP staff through the programme with a further eight scheduled to arrive in November.
- The Committee received an update on iMatter analysis and were pleased to note there was a 5% increase in the Board response rate and +1 increase in the EEI score for 2023 which shows improved engagement to iMatter across NHS Ayrshire & Arran since the pandemic. The Committee discussed the lower performing scores which related to staff being involved in organisational decisions, the visibility of Board members and how organisational performance is managed and noted that both high and low scores will be taken forward through the iMatter Action planning process and monitored through the People Strategy Steering Group, Area Partnership Forum and Staff Governance Committee

2.4 Recommendation

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