

# NHS Ayrshire & Arran



<b>Meeting:</b>	<b>Ayrshire and Arran NHS Board</b>
<b>Meeting date:</b>	<b>Monday 8 December 2025</b>
<b>Title:</b>	<b>Staff Governance Committee meeting on 4 November 2025 Chair's report to NHS Board</b>
<b>Responsible Director:</b>	<b>Sarah Leslie, Director of People, Safety &amp; Culture</b>
<b>Report Author:</b>	<b>Sarah Leslie, Director of People, Safety &amp; Culture</b>

## 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 updates 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 updates from committees.

### 2.3 Assessment

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

- Following an action from a recent Board meeting, the Committee was provided with a detailed report outlining the improvement actions and support in place to address the workforce sickness absence challenges faced. Members were

presented with a paper which provided a deeper dive into organisational sickness absence and an assurance that concerted work was ongoing in seeking to minimise sickness absence as far as practicably possible.

- Following an action from a recent Board meeting, the Committee was provided with detail on workforce data for medical and nursing staffing. Members were presented with a paper which provided a high level overview of both workforces and included high level statistical detail, complemented by summary detail of work that has been completed and is underway, as part of the organisational financial improvement programme being supported by Viridian Associates.
- As part of a comprehensive update from the Health, Safety & Wellbeing Committee, Members received positive updates on recent activities promoting the staff wellbeing service, including various events and classes during the World Wellbeing Week in June. The Staff Wellbeing app and Viva Engage Community continues to grow and raise awareness and encourage staff to discover resources which support their wellbeing.
- Members were pleased to receive an update on the 'Develop' theme of the current People Plan and welcomed Mrs Carrie Fivey, our new Head of Learning, Development & Staff Experience. Members were pleased to note the steady increase in PDR compliance, now at 53% and approaching our local target of 60%. Members also noted the numerous leadership and management courses which are available and were please with the numbers of staff attending.

## **2.4 Recommendation**

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