

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Tuesday 07 April 2026
Title:	Staff Governance Committee meeting on 17 February 2026 report to NHS Board
Responsible Director:	Sarah Leslie, Director of People, Safety & Culture
Report Author:	Sarah Leslie, Director of People, Safety & Culture

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.

- Members received an update on the 'Support' theme of the People Plan, noting there will be an updated action plan following the launch of the new People Strategy. As part of the enabling documents which support the new Strategy, a

Health, Safety and Wellbeing Framework has been developed which will focus on 5 pillars: Financial and Anchor; Environmental and Nature; Emotional and Spiritual Wellbeing; Health and Safety at Work and Physical Health & Lifestyle. Future iterations of the action plan will focus on these 5 domains and the 'Support' theme will become 'Nurture & Support'.

- The Committee received comprehensive updates on recent activities within the Staff Wellbeing and Staff Financial Wellbeing services as they continued to raise awareness on support available for staff including the Staff Wellbeing Service and Occupational Health leaflets, Staff Wellbeing App, Newsletter and Viva Engage site. Members noted the Financial Wellbeing Work Programme continued to operate which was designed to support staff during the cost of living crisis.
- Members were pleased to receive an update on the Leadership & Development programme, along with an evaluation of training for Jan-Dec 2025. The Committee noted the amount and variation of training opportunities available and were assured by the positive feedback received from the evaluation of training. However it was acknowledged there was a high number of staff who book onto the training but are ultimately not able to attend due to varying factors but predominately time constraints.

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.