

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 8 June 2026
Title:	Staff Governance Committee meeting on 07 May 2026 – Chair’s 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 a positive update from Infrastructure and Support Services and were pleased to note improvements in PDR and MAST compliance and iMatter response rate, all which indicate the staff are engaged and motivated.

In particular, the Viva Engage page was established to provide all staff with direct access to the Director, promoting transparency and open dialogue across all levels of the Directorate. The impact of this initiative has been positive and fosters a culture of trust in the senior team.

- The Committee received a comprehensive update on the refreshed People Plan, with 'Plan & Attract' being the first of the strands to provide Members with updates on progress made on the actions. The Committee noted the improvements in the new style of reporting.
- The Committee had a good probing discussion on the continued concern around PDR compliance, noting the organisation did not meet the local target of 60% despite the support provided by the People, Safety & Culture team. Although some areas did show improvement, this was not consistent and it was felt Directors should have PDR compliance as one of their corporate objectives, to ensure focus remains on improving the position.

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.