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| Board Meeting: | 13th January 2021 |  |
| Subject: | Staff Governance Person Centred Committee update |
| Recommendation:  | Board members are asked to:

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| --- | --- |
| Discuss and Note | X |
| Discuss and Approve |  |
| Note for Information only |  |

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## 1 Background

The Staff Governance Person Centred (SGPC) Committee was held on 13th January 2021, the following key points were noted at the meeting.

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| **Item** | **Details** |
| **Person Centred** | * The Committee noted the development and innovation of the Communications Team.
* The reviewed Health & Safety structure was noted and the committee agreed to bi-monthly reports being provided.
* The Committee thanked the Volunteer Service for the commitment and continued provision of a service throughout the Covid pandemic.
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| **Safe** | * The Committee noted the work on absence management, particularly around diagnostics and the work to focus on hot spot areas.
* The Committee considered how the organisation meets its obligation to Agenda for Change appraisal and TURAS commitment going forward.
* The Committee discussed risks on workforce and Staff Governance and requested inclusion of eHealth stability, Values Based Reflective Practice and agile working where appropriate along with the current additional risk of cyber attacks.
* The Committee noted the ongoing work to learn from complaints but took particular note of compliments received that reflect well the staff and values of the organisation.
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| **Effective** | * Progress on medical job planning and progress with service planning and job planning despite current challenges and plans for the new financial year.
* The Committee recognised the assurance to progress medical appraisal, despite recent disruption.
* The reviewed discretionary points process from a diversity and inclusion perspective was noted. This was in response to a request by the remuneration committee to ensure that the process is fair and equitable.
* The Committee thanked Jane Christie-Flight for progressing updates to local policies that were reported as overdue for review.
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The next meeting is scheduled for 3rd March 2021.

## 2 Recommendation

Board Members are asked to note the SGPC Committee Update.

**Marcella Boyle**

**Chair – Staff Governance Person Centred Committee**

**Gareth Adkins**

**Director of Quality, Innovation & People**