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| **Board Meeting:** | 18 March 2021 |  |
| **Subject:** | Staff Governance and Person Centred CommitteeTerms of Reference 2021-2022 |
| **Recommendation:**  | Board Members are asked to:

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| Discuss and Note |  |
| Discuss and Approve | ✓ |
| Note for Information only |  |

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## Background

The annual review of the Staff Governance and Person Centred Committee (SGPCC) Terms of Reference (ToRs) has been carried out to ensure appropriate scrutiny and governance of staff governance, associated standards and person-centred objectives for the organisation.

The ToRs have been updated to reflect the Blueprint for Good Governance (2019) and revised Committee name.

The ToRs were endorsed at the SGPCC meeting on 3 March 2021.

1. **Recommendation**

Board Members are asked to discuss and approve the updated ToRs.

**Gareth Adkins**

**Director of Quality, Innovation & People**

**4 March 2020**

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**NHS GOLDEN JUBILEE**

**STAFF GOVERNANCE AND PERSON CENTRED COMMITTEE**

**(2021-2022)**

## TERMS OF REFERENCE

1. **Purpose**

The purpose of this Committee is to ensure appropriate scrutiny and governance around the person centred quality agenda. Person centred encompasses a range of stakeholders including patients, families, staff, customers, volunteers, carers and any relevant 3rd sector parties.

The Committee will work within the principles of the Scottish Government Blueprint for Good Governance (2019), to ensure effective management, improved performance and ultimately good outcomes for all stakeholders.

The NHS Quality Strategy for Scotland recognises the need to have an engaged, motivated and healthy workforce to deliver the quality ambitions of delivering person centred, safe and effective healthcare services.

1. **Role**

It is the responsibility of the Staff Governance and Person Centred Committee to assure the NHS Golden Jubilee (GJ) Board that appropriate structure and processes are in place for the effective governance of the Board’s person centred agenda. The Committee shall be responsible for ensuring that the governance processes to meet statutory obligations and any other guidance issued by the Scottish Executive and Health Improvement Scotland are met.

This Committee shall be a standing committee of the NHS GJ Board which is part of the governance framework for NHS Boards.

The Committee’s role is toprovide coordination and leadership to enable effective delivery of the Involving People Strategy and the Staff Governance Standard. This will include supporting the delivery of the highest standard possible of person centred care including an understanding that staff management is the responsibility of everyone working within the system and is built upon partnership and collaboration.

The Golden Jubilee Foundation is the brand name for the NHS National Waiting Times Centre Board.

1. **Membership of the Staff Governance and Person Centred Committee**

The Committee membership shall comprise of:

* Non-Executive Director (Chair)
* Employee Director
* Three additional Non-Executive Directors
* Two lay representatives (staff side)

In addition, the following people may attend the committee:

* Director of Quality, Innovation and People
* Director of Human Resources
* Chief Executive
* Board Chair
* Nurse Director
* Head of Corporate Governance
* Others invited by the Committee
1. **Quorum**

A quorum will consist of three Non-Executive Directors of the Committee.

1. **Executive Director Lead**

The Designated Executive Lead will support the Chair of the Committee in ensuring that the Committee operates according to / in fulfilment of its agreed Terms of Reference. The named Executive Lead for the Committee is the Director of Quality, Innovation and People. Specifically, they will:

* Support the Chair in ensuring that the Committee remit is based on the latest guidance and relevant legislation, and the Board’s best value framework;
* Liaise with the Chair in agreeing a programme of meetings for the business year, as required by its remit;
* Oversee the development of the annual work plan for the Committee which is congruent with its remit and the need to provide appropriate assurance at the year-end, for the endorsement of the Committee and approval by the Board;
* Agree with the Chair an agenda for each meeting, having regard to the Committee’s remit and work plan;
* Lead a mid-year review of the Committee Terms of Reference and progress against the annual work plan, as part of the process to ensure that the work plan is fulfilled; and
* Oversee the production of an annual report on the delivery of the Committee’s remit and work plan, for endorsement by the Committee and submission to the Board.
1. **Conduct of Business**
2. The Committee shall meet at least six times a year.
3. The conduct of business will be in accordance with the Board’s Standing Orders.
4. Prior to the full approved Minutes of the Committee being available, a template covering the main points of the discussion will be shared at the next available Board meeting. The full Minutes of this Committee will be reported to the Board.
5. Reports to the Board will be required to have a standard cover sheet clarifying whether the report is being presented for information, for discussion or for approval. Papers are required to be circulated a minimum of 5 working days in advance of the Committee taking place.
6. There will be a requirement to produce an Annual Report at the end of each financial year.
7. The framework for the Person Centred and Staff Governance Committee for Board will be scheduled as part of a formal monitoring plan and will include the following:

Involving People Strategy

Feedback and Complaints and annual feedback report

Volunteering Strategy

Equality and Diversity Information

Health Improvement Scotland Standards

Participation Standards

Summary of feedback from Quality Walkrounds (patient/ execs/ volunteers)

Staff Governance

Self Assessment Audit Tool

Staff Governance Action Plan

Workforce Strategy and Workforce Plan

Learning and development Strategy

Medical Education and Training

Medical Revalidation

Occupational Health and Safety Programme

Partnership Activities

Internal/external Workforce Audits

Corporate

Corporate Communications

1. In line with the Scottish Government Blueprint for Good Governance (2019), the Committee will undertake an annual review of its governance arrangements, to ensure the Board’s corporate governance system is effective and efficient.
2. **Reporting Arrangements**

Through the Staff Governance and Person Centred Committee, the Remuneration Committee is required to provide assurance that systems and procedures are in place to manage the issues set out in MEL (1993) 114 (amended) so that overarching staff governance responsibilities can be discharged.

1. **Responsibilities & Remit of the Staff Governance and Person Centred Committee:**

**Involving People Strategy**

The Committee will:

1. Ensure the Board has mechanisms in place in respect of all relevant legislation and policy relating to the Quality Strategy, Patient Focus Public Involvement and the Equalities legislation relating to the General and Specific public sector duties of the Equality Act. This incorporates:
* providing assurance on the patient centeredness quality domain including for example, carers, volunteers and 3rd sector parties.
* Providing assurance that person-centred themes from Feedback and Complaints reports, including the annual summary, are noted and where appropriate incorporated into the involving people action plan
* monitoring and evaluating the effectiveness of interventions.
* highlighting any potential risks.
* ensuring robust and accessible communication, monitoring and reporting mechanisms are in place and that appropriate committees, as indicated by accountability arrangements, receive regular progress reports.

b) Ensure the board has mechanisms in place to ensure compliance comply with the three aims of the Public Sector General Duty, the Equality Act 2010, and Specific Duties Scotland Regulations 2012.

These three aims are to:

* eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
* advance equality of opportunity between persons who share a protected characteristic and persons who do not; and
* foster good relations between people who share a protected characteristic and those who do not.

The Specific Duties Scotland Regulations 2012 support public sector bodies in their delivery of the general equality duty and there is an explicit requirement to gather and use employee information for the purpose of:

* understanding the equality characteristics of the workforce to ensure policies and practices are fully supportive; and
* to ensure that employees have equality of opportunity at all stages in their employment cycle.

**Staff Governance Standard**

The Committee will:

* ensure appropriate frameworks are in place which ensure that delivery against the Staff Governance Standard is being achieved;
* monitor and evaluate strategies and implementation plans relating to people management;
* recommend any policy amendment, funding or resource submission to the Board to achieve the Staff Governance Standard;
* take responsibility for the timely submission of all staff governance information required for national monitoring arrangements;
* monitor benefits realisation processes; and
* provide staff governance information for the statement of internal control;
* to provide assurance that systems and procedures are in place to manage the issues set out in MEL 1993 114 amended (the Remuneration Committee).
* Provide assurance that person-centred themes from Feedback and Complaints reports, including the annual summary, are noted and where appropriate incorporated into the staff governance action plan

**9. Review of Terms of Reference**

These terms of reference will be reviewed annually

**10. Version Control**

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| **Date Version Issued** | **Detail of change** | **Date of Person Centred and Staff Governance Committee** | **Date of Board Approval** |
| February 2021 | Updated to reflect:* Change of Committee name to Staff Governance and Person Centred Committee
* Change of organisational name and logo to NHS Golden Jubilee
 | 16 February 2021 | TBC |