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| Board Meeting: | 14 July 2022 |  |
| Subject: | Staff Governance Person Centred Committee update |
| Recommendation:  | Board members are asked to:

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

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## 1 Background

The Staff Governance Person Centred (SGPC) Committee was held on 14 July 2022, the following key points were noted at the meeting.

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| **Details** |
| * The Committee welcomed the Learning and Organisational Development 2021/22 plan, which they found very engaging and commended the work by the team. Committee members commented on the strong and increased outcomes of the work and noted the impact of investing in additional staffing in the team. The report was easy to read and helped them to see the application of changes being made across the organisation.
* The Committee noted the draft Workforce three-year Plan and reflected on the comprehensive pieces of work that demonstrated strong links to services and business areas. The Committee noted that the ageing workforce and volunteer strategy required further expansion within the plan and it was agreed to make these changes. The draft Workforce Plan was approved for onward submission to the Board.
* The Board Corporate Risk Register was approved by the Committee and a strong alignment to the future Corporate Objectives was noted.
* The Committee commended the work of the Occupational Health Team and noted the strong cross working that was evident with a real focus on outcomes.
* The Committee noted the Health and Wellbeing review. The Committee noted an opportunity to explore links between the Health and Wellbeing Plan and Site Plan to further develop the use of green space, taking into account affordability.
* The Committee noted strong comments and feedback received from patients during the year and the improvement in processes and outcomes supporting patients. The Committee reflected that there had been a real focus on improvement and felt it was important to note that compliments far outweighed complaints.
* The Committee received an update from Anne Marie Cavanagh and Theresa Williamson on the Nursing Strategy, which focused on leadership development and change. The strategy emphasised plans for entry level non-registered roles and the development of junior staff. The Committee had a deeper discussion on ‘Schwartz Rounds’ and encouraged the exploration and growth in participation at these events.
* The Committee approved the Equal Pay Analysis paper and although no concerns were raised within the report the Committee remain conscious of the ongoing need to explore any opportunities to increase diversity across the workforce.
* The SACCS Strategy was presented and endorsed by the Committee. The Committee extended thanks to the team for their work in developing and progressing the strategy.
* The 2022/23 revised Key Performance Indictors (KPIs) were approved by the Committee.
* The Committee received a deep dive into Data Monitoring and agreed to carry the item forward to the next meeting to allow a broader discussion.
* The Committee noted the work underway to refresh the Volunteer Strategic Plan. A number of positive comments were made on the value that volunteers make to patients and staff and the value that volunteers take from their work. The Committee highly commended Maureen Franks, Volunteer Manager and Tosh Lynch, Spiritual Care Lead, for the significant contribution they have made since joining the organisation last year.
* Professor Jann Gardner presented the recent version of the Corporate Objectives. The Committee were satisfied on the development of the work and the clarity of the objectives for NHS Golden Jubilee and looked forward to broader discussion at the upcoming Board meeting.
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The next meeting is scheduled for 6 September 2022.

## 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**