# NHS Golden Jubilee

### **Meeting: Board Meeting**

### **Meeting date: 17 November 2022**

### **Title: Staff Governance and Person Centred Committee**

### **Responsible Executive/Non-Executive: Serena Barnatt / Marcella Boyle**

### **Report Author: Serena Barnatt**

## 1 Purpose

### This is presented to the Board for:

### Awareness

### This report relates to a:

* Government policy/directive
* Local policy

### This aligns to the following NHSScotland quality ambition(s):

* Governance arrangements are aligned to corporate objectives

## 2 Report summary

## 2.1 Situation

The Staff Governance and Person Centred (SGPCC) Committee was held on 1 November 2023, the following key points were noted at the meeting.

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| **Item** | **Details** |
| **Safe Working Environment** | Committee noted the Board Risk Register, noting high-risks for SGPCC in the areas of retention and recruitment to Executive grades, workforce capacity and wellbeing, and international recruitment. Committee also noted the mitigation strategies in place with no change.  Committee noted overall performance regarding Occupational Health, in particular with regard to on-boarding new staff and vaccinations. |
| **Person Centred** | Committee noted the Quarter 1 and Annual Feedback reports. Committee noted the value of benchmarking response rates against pre-COVID figures.  Committee noted the value of learning from patient experiences for improvement and also noted the approach of liaison with spiritual care to assist staff dealing with complaints and SAERs. |
| **Well Informed** | Committee noted low completion rates for TURAS appraisals compared with previous years, and noted that the rate of completion had not markedly improved over a number of committee cycles. Committee requested that the Executive Team consider the target for completion in the remainder of FY 2022/23, and develop proposals to improve the rate of completion in time for financial year 2023/24.  Committee noted mandatory training report on how colleagues support new staff and annual refreshers.  Annual Staff governance monitoring return for 21/22 return was agreed with some minor changes to be made. |
| **Appropriately Trained** | Committee noted medical appraisal and re-validation progress. Committee was assured of the escalation process, challenges and support to ensure all medical staff receive appraisals safely and timeously. |
| **Involved in Decisions** | Committee raised concerns about short notice changes to the date for completion of the iMatter survey. Committee noted improvement in response rates, albeit NHSGJ’s response had been lower than in previous years. Committee noted the value in identifying rates of completion and differing approaches within other health-boards to understand where improvements might be made.  Committed noted the Spiritual Care and Volunteer strategies and commended work, vision and compassion contained in the strategies. |

The next meeting is scheduled for 10 January 2023.

## 2 Recommendation

The Board are asked to note the Staff Governance and Person Centred Committee Update.

**Marcella Boyle, Chair – Staff Governance Person Centred Committee**

**Serena Barnatt, Director of Workforce**