

Board	Priority Area <i>select from drop down list</i>	Service Area	Reference	Sep'22 Status	Key Deliverable - Name and Description	Key milestones	Progress against deliverables end Sep'22	Lead delivery body	Key Risks	Controls/Actions	Outcome(s)	Major strategies/ programmes the deliverable relates to	Impact of deliverable on health inequalities
NHSGJ	Recruitment and retention	Workforce	2021-GJ72	Amber	Recruitment to key roles including Phase 2 expansion and remobilisation Recruitment Implement action tracker Workforce planning and transition group Work through NHSSA to accelerate workforce particularly around HCSW and National Treatment Centre expansion requirements Workforce risk register International Recruitment	In line with SG delivery plans for international recruitment within NHSS. Phased recruitment in run up to September 2023 Phase 2 opening.	Service areas are working actively to achieve the required workforce numbers at each milestone. Plans are underway to create innovative solutions to optimise recruitment campaigns at a time when there is a known shortage across NHS roles nationally. All opportunities to maximise workforce retention is a feature being considered at regular intervals to assess any impact on.	NHS Golden Jubilee NHS Scotland Academy	Significant recruitment required to deliver Phase 2 NTC expansion. There are recognised shortages in skills and workforce capacity, accompanied by high market competitiveness.	Early planning through NHS Scotland Academy to recruit, train and develop a range of clinical roles, with particular emphasis on peri-operative training. We will continue with domestic recruitment and are piloting international recruitment.	RR1	NHS Recovery Plan National Treatment Centres NHS GJ Board Strategy NHS GJ Interim Workforce Supply NHS Scotland Centre for Workforce Supply	Deliverable supports recruitment to key roles including Phase 2 expansion. It will assist the reduction of elective waiting times in line with the NHS Recovery Plan, and contribute towards timely access to elective services, therefore improving health outcomes.
NHSGJ	Recruitment and retention	Workforce	2021-GJ74	Green	Development of three-year Board Workforce Plan aligned to Annual Delivery Plan and Financial Plan	Completion of 3-year Workforce Plan by March 2022. Submission date now extended to 31 July 2022 by SG	Feedback received from Scottish Government on 7th October 2022 which included some suggestions for improvement, but with the majority of comments favourable. These improvements will be enacted prior to the publication of the Workforce Plan. These improvements are being presented to the Staff Governance and Person Centred Committee on 1st November 2022, with the publication taking place thereafter.	NHS Golden Jubilee	n/a	n/a	RR1	NHS Scotland Recovery Plan NHS Golden Jubilee: - Board Strategy - Remobilisation Plans - Annual Delivery Plans (from April 2022) - Financial Plan - Diversity and Inclusion Strategy - Health and Wellbeing Strategy NHS Scotland Academy Work Plan	Deliverable aims to deliver the workforce Board needs in the short-medium term by delivering sustainable and high quality services within NHS Scotland. This will assist the delivery of timely access to services and positive patient outcomes.
NHSGJ	Staff wellbeing	Workforce	2021-GJ75	Green	Staff mental health and wellbeing support services Introduction of Mental Health First Aider Training Model Enhancement of current in-house short and long term psychological services	March 2023 March 2023	Mental Health First Aider Training continues to be made available to staff. Classroom training has now been re-introduced. Employee Assistance Programme contract to be extended. Work ongoing on scoping out internal Mental Health referral pathways.	NHS Golden Jubilee	Creating mental health awareness could lead to increase need for additional in-house psychological support services for staff. Impact of COVID restrictions resulting in use of virtual training environments which can impact on training accessibility.	Additional resources being allocated to support delivery of specific aspects of the Health and Wellbeing Strategy. Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group.	SW1	NHS Golden Jubilee Health and Well Being Strategy Stress in the Workplace Strategy	Deliverable contributes towards promoting a healthy workforce and enhances the delivery of safe and effective care, timely access to services and contributes to positive health outcomes.
NHSGJ	Staff wellbeing	Workforce	2021-GJ76	Green	Supporting staff health and wellbeing through physical activity and dietary awareness Staff vaccination programmes (Covid and seasonal Flu)	March 2023 March 2023	Physical health promotion and activity continues to be promoted through blogs, along with dietary health promotion through catering services. This has included: - July salad week promoted in canteen - August Cycle 2 Work blog - September Exercise for Free blog. Staff vaccination programme 2022 underway: 99.25% of allocated Covid vaccinations administrated. Covid booster / Flu vaccination clinics underway.	NHS Golden Jubilee	Lack of staff uptake of vaccination Covid restrictions impacting on physical distancing	Regular promotion through a range of communication channels Activity planned that supports Covid restrictions and plans reviewed in line with national review of restrictions Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group.	SW1	NHS Golden Jubilee Health and Wellbeing Strategy	Deliverable contributes towards promoting a healthy workforce and enhances the delivery of safe and effective care, timely access to services and contributes to positive health outcomes.
NHSGJ	Staff wellbeing	Workforce	2021-GJ77	Green	Staff financial and social wellbeing Review and promote available resources for financial wellbeing	March 2023	Mental Health priority actions agreed and approved by Staff Governance Person Centred Committee. Examples of actions supported during the reporting period include: - Delivered 2 webinars by Energy Saving Scotland - Review of the Carers guide underway - Information on Wellbeing hub reviewed and updated.	NHS Golden Jubilee	Some external support organisations operating amended service Meeting expectations of what a rest space should contain. Lack of available space for wellbeing centre	Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group. Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group.	SW1	NHS Golden Jubilee Health and Wellbeing Strategy	Deliverable contributes towards promoting a healthy workforce and enhances the delivery of safe and effective care, timely access to services and contributes to positive health outcomes.
NHSGJ	Staff wellbeing	Workforce	2021-GJ78	Green	Creating the right conditions across the organisation for good health and wellbeing Continue to participate in national iMatter (2022) to identify and support improvements for staff experience at team and board level Creation of staff satellite networks to represent the Protected Characteristics of Race, Disability, Sexual Orientation and Trans Status	March 2023	iMatter questionnaire now closed. A 61% response rate was achieved, an Employee Engagement Index of 74, and a thermometer score of 6.8 for the overall experience of working for the organisation. Official timeline for entering team action plans (59% completion) and team stories has closed although we continue to encourage teams to complete. Staff networks established to represent the protected characteristics of: Race - Ethnic Minority Network Disability - Ability Network Sexual orientation/Trans status - LGBT+ Network Religion & belief - Spiritual Care Network Plans are underway to establish two additional networks to represent the protected characteristics of: Age - Young Persons Network Sex - Women's Health Network Network members are provided with protected time allocation to attend meetings and undertake network activities.	NHS Golden Jubilee	Lack of staff engagement	Working group established to support iMatter 2021 campaign Progress against actions monitored bi-monthly by the NHS GJ Staff Governance Group Progress monitored through the Diversity and Inclusion Group	SW1	NHS Golden Jubilee Health and Wellbeing Strategy NHS Golden Jubilee People Strategy	Deliverable contributes towards the ongoing delivery of positive health outcomes as patient care is influenced by staff wellbeing and experiences within the workplace.