# APPENDIX 1 – BLUEPRINT FOR GOOD GOVERNANCE IMPROVEMENT PLAN 2024/25

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| **Priority Area**  | **Blueprint Function** | **High level Action**  | **Interdependency** | **Lead** | **Timeline** | **Status** | **Intended Good Governance Outcome** |
| **Setting the Direction**  | Encourage and facilitate innovation, drive change and transform service delivery to support a culture of continuous improvement  | 1. To discuss further within a facilitated Workshop2. To support, where possible, wider community as an Anchor organisation | Board (Seminar) | Board ChairChief ExecutiveDirector of FinanceBoard Secretary | 31-Dec-24 | Open | Creation of a space to explore, encourage and facilitate discussions. Recognise the need for business change/service redesign along with financial challenges. Could Endowments support innovation and transformation - could it be promoted as Anchor projects. |
| Consider and make allocation decisions on budgets, areas for investment/disinvestment including any capital investments required to deliver strategic and operational plans | 1. To ensure Board Strategic Plan dates are committed to and do not waiver.2. Effective National and Regional Planning is influenced3. Longer term review of financial and activity planning4. Review of KPIs for each Governance Committee | 1. Board2. Executive  Leadership Team  (ELT)3. Finance and  Performance  Committee (FPC)4. All Governance  Committees | 1, 3, 4. Director of Transformation,  Strategy, Planning and  Performance2. Chief Executive / Executive  Leadership Team3. Director of Finance with  Director of Transformation,  Strategy, Planning and  Performance | 31-Mar-25 | Open | Review responsiveness to internal decisions and further influence regional planning. Review how to triangulate wealth of data held by the organisation  |
| **Holding to Account** | Create a learning environment within the organisation, which embeds continuous improvement and quality management approaches and encourages innovation and promotes best practice | 1. Increase Board Visibility of improvement programmes  e.g. HEPMA, eRostering, etc.2. Increase Board walkrounds3. Use Board Seminar for QI discussion on improvement | Board /Strategic Portfolio Governance Committee | Board ChairChief ExecutiveBoard SecretaryDirector of Transformation, Strategy, Planning and Performance | 31-Oct-24 | Open | Areas for improvement already in the pipeline i.e. QI structure and QI performance |
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| **Engaging Stakeholders**  | Meaningfully involve stakeholders and take account of their views in shaping the development of the Board's strategic and commissioning plans, priorities and the design of services. | To be discussed at a future Board Seminar session with outputs:1. Ensure that patient feedback and involvement is  consistently reviewed to identify any gaps and is shared with the Board. 2. Proposal to set up commissioning model within regional planning arrangements 3. Relationships - Scottish Government, Civil Services,  Non-Executives to Non-Executives, attendance at  meetings (opportunity for all Board Members)4. Embed strategic partnerships framework5. Future Board Seminar on Comms Strategy  | 1. Board2. ELT / FPC3. Board4. Strategic Portfolio  Governance  Committee (SPGC)5. Board | Board Secretary along with:1. Director of Communications  and Stakeholder  Relationships2. ELT3. Board Chair / Chief Executive4. Chief Executive4. Board Secretary | 31-Dec-24 | Open | Who is a stakeholder to NHS GJ. Need to explore good stakeholder relationships i.e. high value/importance/ patients/staff. Need to be clearer on this to be able to action further i.e. commissioning, relationships, and strategic partnerships.How do we further promote NHS GJ identity and the value of working with NHS GJ. |
| **Influencing Culture** | Ensure that the board creates a psychologically safe environment for staff to speak out, raise concerns and report them. | 1. To link into triangulation of performance (IPR) to include data on culture

2. Agendas to end with 'Debrief' item. This will allow Chairs to ascertain what went well, what did not go well and what could be done better to ensure constant review of the agenda management of the meeting.  | 1. Staff Governance and Person Centred  Committee (SGPCC)2. Board / All Governance Committees | 1. Director of Transformation,

Strategy, Planning and Performance / Director of People and Culture2. Board Secretary | 31-May-24 | OpenClosed | Consideration of Integrated Performance Reporting around culture - how culture is defined - via mechanisms such as iMatter.Clarity of how this is reflected in the work of the Governance Committees:  - Meetings/teams to allow  'speak out' and 'speak up'  - Review balance of data versus progress/process of change |
| **Diversity, Skills and Experience** | Take a strategic succession planning approach in identifying gaps in the diversity, skills and experience required of the Board to inform future recruitment and undertake any targeted action required to address under-representation on the Board | 1. NHS GJ to influence process as much as possible
2. Continued 1:1 discussions for training requirements and refresh of Board Skills Matrix
3. Support for Chair/Chief Executive in delivery good news to other Boards who are not doing so well
 | Board | 1. Board Chair / Director of Strategic  Communications and Stakeholder  Relations2. Board Chair / Board Secretary3. All Board Members | 31-Mar-24 | Open | Consideration of Public Appointment process run by SGReview training and skills requirement of Non-Executive DirectorsInfluencing of external stakeholders |
| Actively seek opportunities to inform and contribute to the development of Scottish Government policies and strategies for healthcare in Scotland | 1. Maximise external relationships at every opportunity.
2. Review areas of policy where NHS GJ can influence
 | Board / Strategic Portfolio Governance Committee | Board Members / Executive Leadership Team | 31-Mar-25 | Open | How do we influence. Ensure Board members are equipped to ask appropriate questions, constructively challenge and influence areas to promote NHS GJ model.  |
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| **Roles, Responsibilities and Accountabilities** | Maximise the effectiveness of the Board's Standing Committees and Advisory Committees within the system of governance, e.g. Area Clinical Forum (ACF)/Area Partnership Forum (AFP) in scrutinising, monitoring and evaluating progress towards achieving the Board's plans and priorities and escalating issues to the Board as appropriate | 1. Review what is currently in place and the decision-making around this.2. Ensure continuous discussion going forward to enable NHS GJ to be an influencer. This includes representation on the National Planning and Delivery Board. 3. Non Executive Chairs to be involved in Scotland network of Committee Chairs | Board | Director of Transformation, Strategy, Planning and Performance / Board SecretaryChief Executive | 31-Dec-24 | Open | To review Advisory Committees - what we have to inform and be part of the decision making process for business change.Regional Planning - consideration of NHS GJ current  planning role in supporting all NHS Boards |
| **The Assurance Framework** | Measure the Board's performance by benchmarking results against those of similar organisations.Review of information cascaded to sub Board level and upwards | Provide opportunity to triangulate data with reports and benchmarking information. Better oversight and consistency of system-wide assurance at Board level. Review of internal governance of sub Board level | Board / All Governance Committees | Director of Transformation, Strategy, Planning and Performance Board Secretary | 30-Sep-24 | Open | Data in IPR to include broader sources to assist with triangulation and to refer to any live critical issues facing NHS GJ. IPR also to include description of trends, trajectories and benchmark with other Boards.Use of promoting NHS GJ i.e. patient stories and keep doing these, not to be distracted by others issues. |
| **The Integrated Governance System and the Operating System** | Ensure Board Members have a clear understanding of the NHS Scotland Performance Management Framework, ladder of escalation and the positioning of the Board within this framework, now known as NHS Scotland: support and intervention framework | To understand what the compliance for the NHS Scotland Support and Intervention Framework means for NHS Golden Jubilee as a National Board. Draft interim Framework to be taken to Board Seminar for further consideration | Board / Strategic Portfolio Governance Committee | Chief Executive | 01-Mar-24 | Open | To look at trajectories, trends and benchmarking again other Boards and how this will affect NHS GJ Annual Delivery Plan, especially if other NHS Boards are escalated.  |