

Borders NHS Board



Meeting Date: 3 October 2019

Approved by:	John Cowie, Director of Workforce
Author:	John Cowie, Director of Workforce
STAFF GOVERNANCE COMMITTEE UPDATE	
Purpose of Report:	
<p>The purpose of this report is to brief the Board on any areas of concern within the Committee's remit, in order to provide assurance to the Board that those matters have been identified and are being addressed.</p>	
Recommendations:	
<p>The Board is asked to note the update from the staff Governance Committee which met on 19th September 2019.</p>	
Approval Pathways:	
<p>This report has been prepared for the Board.</p>	
Executive Summary:	
<p>The Staff Governance Committee would like to highlight the following to the Board:-</p> <ul style="list-style-type: none"> • The Committee has approved a new dataset of workforce metrics to be reported in dashboard format at each meeting. The dashboard includes data on sickness absence rates and reasons, turnover, bank & agency, WTE trends, iMatter, statutory & mandatory training and Turas and will be used to inform assessments by the Committee on the extent to which the Board is meeting its obligations under the Staff Governance Standard. It also complies with the overall approach to workforce reporting recommended by the National Corporate Governance Steering Group. • The Committee considered the likely consequences for Staff Governance of the turnaround programme including partnership engagement, communications and the revised vacancy control arrangements. • The implications for NHS Borders of the measures being taken nationally to strengthen whistleblowing were discussed. • The Committee welcomed the approach being taken this year to the development of a Staff Governance Action Plan, namely to focus on the single criterion of staff engagement. Comments from members at the meeting will be incorporated in the continuing development of the Plan. • The Committee received an update on current workforce planning activities and the emerging guidance from Scottish Government. Members were concerned to note difficulties with the availability of data from the independent and voluntary sectors and the Chief Executive has asked that this be discussed at the October EMT and IJB meetings. 	

- The Committee received the annual Occupational Health Service report and agreed to consider proposals for re-focussing the Occupational Health and Safety forum under the auspices of the SGC.
- Reports were provided on the current state of progress with key workforce systems: Jobtrain, eESS and Turas; and on Once for Scotland workforce policies.
- The Committee formally received the Annual Report from the Remuneration Committee.
- The Committee noted that the Board's assessment of operational readiness for Brexit had been submitted to Scottish Government and that there would be an opportunity to discuss it with the full board.

Impact of item/issues on:	
Strategic Context	As set out above
Patient Safety/Clinical Impact	As set out above
Staffing/Workforce	As set out above
Finance/Resources	As set out above
Risk Implications	As set out above
Equality and Diversity	Complaint
Consultation	Not Applicable
Glossary	Not Applicable