Borders NHS Board

Meeting Date: 5 March 2020

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STAFF GOVERNANCE COMMITTEE UPDATE

Purpose of Report:

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.

Recommendations:

The Board is asked to **note** the update from the Staff Governance Committee which met on 19th December 2019.

Approval Pathways:

This report has been prepared for the Board.

Executive Summary:

The Staff Governance Committee would like to highlight the following to the Board:

- Karen Hamilton was co-opted as a temporary Committee member and chaired the meeting.
- The workforce metrics dataset has been revised and expanded to include employee relations and health and safety data. The dashboard report is now being actively 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 was concerned to note that, for the second year running, NHS Borders had failed to achieve an iMatter Board report and that three of the largest directorates had failed to achieve directorate reports. The Committee agreed that its concerns in this regard should be escalated to the Board. The Committee also instructed the Chief Executive in relation to communications and messages it would wish sent to staff and managers throughout the organisation
- The Committee received a report on work commissioned by the Grip and Control Group aimed at better understanding the workforce metrics associated with financial turnaround and service redesign and agreed that this should be a standing item at future meetings.
- The Scottish Government response to the NHS Borders Staff Governance Monitoring Return 2019 was largely positive. The Committee noted this along with

our further response to the few remaining questions.
- The Committee approved the Staff Governance Action Plan, which this year focuses on the single outcome of employee engagement.
- Detailed reports were provided to the Committee on national and local developments affecting implementation of eESS, Jobtrain and Turas.

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	NHS – National Health Service eESS – electronic Employee Support System