

Borders NHS Board



Meeting Date: 1 April 2021

Approved by:	Cllr David Parker, Chair, Staff Governance Committee
Author:	Andy Carter, 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 meeting held on 15 March 2021.</p>	
Approval Pathways:	
<p>This report has been prepared for the Board.</p>	
Executive Summary:	
<p>The Staff Governance Committee considered the following items at its meeting on 15 March 2021.</p> <p>Workforce Metrics – 12 slides were presented with key people management data including total workforce numbers, sickness absence, recruitment activity and workforce broken down by gender, contractual status and banding. The workforce is 82% female. Many more women than men work part-time. An exercise is underway to explore whether that is by personal choice or because that is all that the organisation is offering in certain job families.</p> <p>Whistle-blowing – the new Independent National Whistleblowing Officer (INWO) Standards come into effect on 01 April 2021. The Committee noted the implementation plan for this new approach and recognised that an organisation with a healthy organisational culture seeks feedback on issues and attends to concerns appropriately & timeously.</p> <p>Staff Health & Wellbeing – this working group continues to champion initiatives which support staff physical and emotional wellbeing. Initiatives such as yoga classes, free hot beverages, food parcels for busy work areas, water bottles and the Here 4 U counselling service. The group works closely with Fundraising.</p> <p>Equality, Diversity & Inclusion in Employment – this group was formed last year and is made up of individual staff members from minority backgrounds, HR, trade union and</p>	

general management staff. The Committee noted the Terms of Reference for this group and sought changes to the Chairing role which have been acted upon.

Race Equality, Employment & Skills – the Committee considered NHS Borders letter to Ruth McGuire, Chair of the Scottish Parliament Equality & Human Rights Committee. The letter outlined what NHS Borders was doing to promote equality of opportunity between people of different backgrounds. Tris Taylor and Andy Carter to meet to discuss the Health Board's ambition in this arena.

Vaccinations against Covid-19 – 4,026 health & social care staff have had their first dose administered and 3,522 have had their second dose.

iMatter – the next round of iMatter is scheduled for Summer 2021 and the Health Board is aspiring towards higher levels of uptake with this engagement initiative.

Impact of item/issues on:

Strategic Context	Not Applicable
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