
Purpose of Report

This report highlights to members of NHS Grampian Board the key issues arising from the Committee meeting on 30 November 2021.

Recommendation

The Board is asked to note the following key points:

1. Remuneration Committee agenda and assurance statement

The Committee agreed a revised constitution for onward approval by the Board at the 30 September 2021 meeting. An amendment was to ensure full compliance with the requirement for the Remuneration Committee, through the Staff Governance Committee, to provide assurance that systems and procedures are in place. The constitution states that a copy of the Remuneration Committee agenda will be provided, redacted appropriately to ensure individuals are not identifiable, accompanied by an assurance statement from the Remuneration Committee Chair as Chair of the Staff Governance Committee. This occurred for the first time at the 30 November 2021 Staff Governance Committee.

2. Whistleblowing Standards Quarter 2 2021/22 Report

The Committee approved the second quarterly report, since the national Whistleblowing Standards were introduced from 1 April 2021, as the governance route for reporting to the Board.

3. Culture Collaborative (previously Cabinet)

The Committee was provided with an update on the aspirations of the Culture Collaborative, to be as supportive, inclusive and empowering as possible. Two sessions had been held, both with excellent engagement. The second on 24 November 2021 was attended by over 60 individuals with 120 expressions of interest to be notified of dates. The sessions are informal however a structure is required to facilitate action, with the headings of measurement, engagement and skills/capability used as the basis for designing sessions. The Culture Collaborative strengthens two way communication and provides a further route for the employee voice to be heard. The sessions encourage a development growth mind-set which relates to being a learning organisation.

The Committee welcomed the approach being taken at the Culture Collaborative.

4. Workforce Management Information Statutory and Mandatory training

The Committee was provided with an update on mandatory learning compliance. The NHS Grampian Statutory and Mandatory Framework supports and advises staff on their statutory and job specific mandatory training requirements, with a focus on the learning.

The Committee was informed that NHS Grampian had, like other NHS Scotland Boards, found achieving compliance with the breadth and volume of training mandated for all staff challenging. A Once for Scotland approach to focus on improving the statutory and mandatory training experience, aligning it to appraisal, and ultimately pay progression, was due to restart in spring 2022 after being paused at the onset of the pandemic.

The Committee acknowledged the responsibilities of staff for their learning and discussed the challenges in the current situation. The Committee was informed that compliance rates was to be discussed at the whole system performance group in January 2022.

The Committee was not assured and requested an action plan to mitigate the risks, from which assurance could be sought.

Joyce Duncan
Chair
Staff Governance Committee
30 November 2021