

NHS Board Meeting
29 May 2019

Lanarkshire NHS Board
Kirklands
Fallside Road
Bothwell
G71 8BB
Telephone: 01698 855500
www.nhslanarkshire.org.uk



SUBJECT: CULTURAL ISSUES RELATING TO ALLEGATIONS OF BULLYING AND HARASSMENT IN NHS HIGHLAND (THE STURROCK REPORT)

1. PURPOSE

This paper is coming to the Board:

For approval	<input type="checkbox"/>	For endorsement	<input type="checkbox"/>	To note	<input checked="" type="checkbox"/>
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2. ROUTE TO THE BOARD

The paper has been prepared by Mr Paul Cannon, Board Secretary.

Prepared	<input checked="" type="checkbox"/>	Reviewed	<input type="checkbox"/>	Endorsed	<input type="checkbox"/>
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The Report to the Cabinet Secretary for Health and Sport into Cultural Issues relating to allegations of Bullying and Harassment in NHS Highland (hereby known as *the Sturrock Report*) was circulated to Board Members and Members of the Corporate Management Team on 14 May 2019, along with the Response to the Report by Scottish Government.

3. SUMMARY OF KEY ISSUES

On 23 November 2018, John Sturrock QC, was asked by the Cabinet Secretary for Health and Sport to undertake a fully independent external review into allegations of a bullying culture at NHS Highland.

The stated purpose of the review was to:

- Create a safe space for individual and/or collective concerns to be raised and discussed confidentially with an independent and impartial third party.
- Understand what, if any, cultural issues have led to any bullying, or harassment, and a culture where such allegations apparently cannot be raised and responded to locally.
- Identify proposals and recommendations for ways forward which help to ensure the culture within NHS Highland in the future is open and transparent and perceived by all concerned in this way.

The report was submitted to the Cabinet Secretary on 27 March 2019 and a link to the report can be found below;

<https://www.gov.scot/publications/report-cultural-issues-related-allegations-bullying-harassment-nhs-highland/>

Scottish Government responded to the Report on 9 May 2019 and the link to the response is below.

<https://www.gov.scot/publications/scottish-government-response-report-bullying-harassment-nhs-highland/>

The report, and a follow up letter from the Cabinet Secretary on 20 May 2019 (attached), sets out a series of actions to be considered by all NHS Boards, by 28 June 2019.

4. STRATEGIC CONTEXT

This paper links to the following:

Corporate objectives	<input checked="" type="checkbox"/>	AOP	<input checked="" type="checkbox"/>	Government policy	<input checked="" type="checkbox"/>
Government directive	<input checked="" type="checkbox"/>	Statutory requirement	<input type="checkbox"/>	AHF/local policy	<input type="checkbox"/>
Urgent operational issue	<input type="checkbox"/>	Other	<input type="checkbox"/>		

5. CONTRIBUTION TO QUALITY

This paper aligns to the following elements of safety and quality improvement:

Three Quality Ambitions:

Safe	<input checked="" type="checkbox"/>	Effective	<input checked="" type="checkbox"/>	Person Centred	<input checked="" type="checkbox"/>
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Six Quality Outcomes:

Everyone has the best start in life and is able to live longer healthier lives; (Effective)	<input checked="" type="checkbox"/>
People are able to live well at home or in the community; (Person Centred)	<input checked="" type="checkbox"/>
Everyone has a positive experience of healthcare; (Person Centred)	<input checked="" type="checkbox"/>
Staff feel supported and engaged; (Effective)	<input checked="" type="checkbox"/>
Healthcare is safe for every person, every time; (Safe)	<input checked="" type="checkbox"/>
Best use is made of available resources. (Effective)	<input checked="" type="checkbox"/>

6. MEASURES FOR IMPROVEMENT

These are set out in the letter from Scottish Government dated 20 May 2019 which looks for a response from NHS Boards by 28 June 2019. This is being led by the Director of Human Resources, Mr John White.

7. FINANCIAL IMPLICATIONS

It is not anticipated that any additional costs will emerge, but this will be clearer once the response has been compiled by the Director of Human Resources.

8. RISK ASSESSMENT/MANAGEMENT IMPLICATIONS

This will be addressed in the above review.

9. FIT WITH BEST VALUE CRITERIA

This paper aligns to the following best value criteria:

Vision and leadership	<input checked="" type="checkbox"/>	Effective partnerships	<input checked="" type="checkbox"/>	Governance and accountability	<input checked="" type="checkbox"/>
Use of resources	<input checked="" type="checkbox"/>	Performance management	<input checked="" type="checkbox"/>	Equality	<input checked="" type="checkbox"/>
Sustainability Management	<input checked="" type="checkbox"/>				

10. EQUALITY AND DIVERSITY IMPACT ASSESSMENT

Not required.

11. CONSULTATION AND ENGAGEMENT

This will be raised at the Staff Governance Committee on 3 June 2019 as part of addressing the requirement to submit a response by 28 June 2019.

12. ACTIONS FOR THE BOARD

The Board is asked to:

Approve	<input type="checkbox"/>	Endorse	<input type="checkbox"/>	Identify further actions	<input type="checkbox"/>
Note	<input checked="" type="checkbox"/>	Accept the risk identified	<input type="checkbox"/>	Ask for a further report	<input type="checkbox"/>

13. FURTHER INFORMATION

For further information about any aspect of this paper, please contact:

Paul Cannon
 Board Secretary
 Telephone: 01698 858180
paul.cannon@lanarkshire.scot.nhs.uk

21 May 2019