

STAFF GOVERNANCE COMMITTEE

MRS L MACER, CHAIR

Meeting on 31st August 2020

Key Issues Considered

BAME Staff-The disproportionate impact of the Covid-19 on NHS workers from Black, Asian and Minority Ethnic (BAME) backgrounds has received attention both locally and nationally. Given the systemic issues and experiences of discrimination which makes it more difficult for BAME colleagues to raise concerns and be heard within their organisations, there is a need to identify approaches that enables and empowers our BAME staff

Staff Awards-NHS Lanarkshire's annual Staff Awards ceremony was planned to take place on 22nd May 2020 but postponed due to the Covid-19 outbreak. The SGC discussed an alternative approach to complete the annual awards process which is respectful and reflective of the current climate. The process suggested reflects a thoughtful, considerate approach to acknowledge and celebrate the 2019-2020 award finalists whilst being mindful of the impact presenting awards may have on staff at this time.

Salus Report-the SGC were provided with an update on Salus related activity during the year 1st April 2019 to 31st March 2020. The report is detailed and data rich with the main findings summarise. Incidents of Violence & Aggressions reduced overall by 2%, however there remains a concern within the "Staff Assaulted by Patient" category with 716 incidents recorded, up 62 on the previous year.

Any Decisions / Approvals taken to highlight

BAME Staff-The staff governance committee agreed that an engagement process should be undertaken to support BAME staff to develop a plan for action, consider the establishment of a network and to hear directly for BAME staff around their experience during COVID-19.

Staff Awards-The SGC approve the two stage planned approach to conclude the 2020 Staff Awards process.

Salus Report-Following discussion the SGC agreed with the report findings, it is recommended that a short life working group, under the leadership of NH&SCP, forms to consider the incidence of violence & aggression in mental health and learning disability facilities

Any risks identified that need to be highlighted

Nil