

## **Staff Governance Committee**

(Meeting on 18 March 2024)

Chair: Philip Couser

### **Key Issues Considered**

The Staff Governance Committee met on Monday 18 March 2024 and received updates on:-

- PSSD Presentation
- Workforce Report – with a focus on Sickness absence
- Employability Report
- Staff Communications Annual Report – 2022 -2023 – March 2024
- Whistleblowing and Speak up presentation
- Employee Network Annual Report
- Corporate Risk Register – Staff Risks
- Medical Education Flash Report
- Health and Social Care Staff Experience Survey Report
- Internal Control Evaluation (ICE)
- Remuneration Committee Minutes – 4 December 2023.

### **Key Issues to Highlight**

- Discussion on the management and reduction of sickness absence
- Discussion on proposed new Terms of Reference, agreed with one minor amendment
- NHS Lanarkshire Widening Access and Employability Strategy – Delivery plan Update 2023/202
- Workforce Plan – updated action plan
- DL(2023)09 – Removal of Temporary COVID Special Leave

### **Any Decisions / Approvals taken to highlight**

The following papers were approved by the Staff Governance Committee at its meeting held on Monday 18 March 2024

- Health & Social Care Staff Experience Survey Report. – iMatter. The Staff Governance committee agreed improvement targets for iMatter 2024 – 25 for NHS Lanarkshire
- Noted the considerable work on the management of sickness and that this will be considered at each Staff Governance Committee meeting
- Agreed that the annual communications plan will not be a single item in future. This will be included in the Staff Governance Action Plan and associated monitoring
- Employee Network Progress report - Agreed that future reports will be included in the Staff Governance Action Plan and associated monitoring
- Internal Control Circulation – consider processes and timelines around the Staff Governance Monitoring Return

### **Any risks identified that need to be highlighted**

The Staff Governance Committee noted the following risks;

- Staff Fatigue, Resilience, Wellbeing and Safety
- Sustaining a safe workforce

The Staff Governance Committee agreed that the Director of HR, Director of Finance and the Employee Director consider and frame a risk around the implementation of the review of Agenda for Change.

**Jacqui Jones**  
**Director of HR**