

SUMMARY REPORT OF GOVERNANCE COMMITTEE MEETING

Name of Committee	Staff Governance Committee
Date of Meeting	13 January 2026
Committee Chair	Steve Walsh

KEY POINTS FROM DISCUSSION AND ESCALATION

ALERT

- The committee highlighted the significant improvement in waiting times for the psychology service under Allyson, moving from worst to top three in Scotland, as a key achievement to raise to the Board.
- The contingency planning and professional response to the potential strike action was noted as exemplary with extensive contingency planning undertaken for potential strike action, including operational business continuity measures and HR guidance on payment rates; plans were ready to be implemented but the strike was postponed. The chair requested formal Board recognition of the acute and operational teams' professionalism and preparedness.

ASSURE

- Moderate assurance was taken on the Portfolio Board update, IPQR, Strategic Risk Review, and Health and Care Staffing Act compliance, with ongoing work and some areas flagged for further improvement (e.g., appraisals, leadership and culture, employability, safe staffing data).
- Substantial assurance was taken on the Staff Governance Monitoring return, with recognition of improved partnership working and process.
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ADVISE

- The committee suggested the Board endorse a future development session to explore the impact of unpaid caring responsibilities on staff, following a substantive discussion on its implications for workforce planning and staff support.
- The committee agreed to highlight the need for a more systematic approach to appraisals and to disaggregate violence and aggression training data for better oversight, as these are recurring Board concerns. A new systematic approach was being developed to improve appraisal rates, involving change partners working directly with managers and teams to support completion/gather feedback on barriers.

- The committee supported the ongoing review of leadership and culture governance, with a future spotlight session planned for deeper scrutiny.
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ACTIONS

- The Director of People & Culture to propose adding the unpaid carers/staff support issue to the Board development work plan and coordinate preparatory executive discussions.
- Further work to be done on embedding safe staffing data, improving reporting on e-rostering and safe care rollout, and clarifying risk register links to absence and workforce availability.
- Paper in development to clarify e-rostering rollout and safe care coverage, with improved data to be included in future reports.