NHS Highland

SUMMARY REPORT OF GOVERNANCE COMMITTEE MEETING

Name of Committee	Staff Governance Committee
Date of Meeting	5th May 2025
Committee Chair	Steve Walsh

KEY POINTS FROM DISCUSSION AND ESCALATION
ALERT
Spotlight Session Acute – A presentation was received by the committee detailing workforce, sickness absence, statutory and mandatory training, and appraisal statistics. An overview of the recent revised management structures in Acute services was provided.   The Committee received their first in Depth Spotlight Session on Employability – A presentation was received by the committee which focused on the delivery of the Employability Strategy over the next three years, linking Health and Inequalities.   Medical Education Annual report – an overview of the activity from the previous year was provided and despite challenges faced the Medical Education Team performed well and continued to provide high-quality education and met the required standards.   Education, Learning and Organisational Development Annual Review - an update was received on the EOLD offerings and the focus on aligning them with the organisation's aim to embed a culture that encourages interpersonal working and compassion.   Staff Governance Monitoring Report – update received on continued work with Staffside to improve Partnership working.
ASSURE
Assurances taken on: • People and Culture Portfolio Board   • Integrated Performance and Quality Report   • Education, Learning and Organisational Development (ELOD) Annual Report   • Medical Education Annual Report   • Annual Delivery Plan   • Strategic Risk Review   • Staff Governance Monitoring 23/24
ADVISE
RISKS

- Statutory and mandatory training risk level remains high; actions taken to address the higher-level risks.
- Level two corporate risks would be reworked to improve wording and have clear controls and mitigations in place with due dates outlined.

ACTIONS

- **Staff Governance Monitoring** - Update on progression to reach agreement with staff side / creation of a SG monitoring group with staff side.

LEARNING