

## SUMMARY REPORT OF GOVERNANCE COMMITTEE MEETING

<b>Name of Committee</b>	<b>Staff Governance Committee</b>
<b>Date of Meeting</b>	<b>01 07 2025</b>
<b>Committee Chair</b>	<b>Philip MacRae</b>

### KEY POINTS FROM DISCUSSION AND ESCALATION

#### ALERT

The Chair would highlight to the board:

- the Staff Governance Monitoring Group Update
- Ongoing regular review of Strategic Risks
- the improvements in relation to the Statutory and Mandatory training.
- The positive performance of the Finance Directorate In relation to workforce metrics and staff governance standards

#### ASSURE

**Assurances** taken on:

- Staff Governance Monitoring Group Update
- People and Culture Portfolio Board Update
- Integrated Performance and Quality Report
- Strategic Risk Review
- Health & Safety Annual Report
- Health & Safety Strategy and Plans
- Whistleblowing Q4 Report
- Whistleblowing Annual Report
- Guardian Annual Report
- Workforce Monitoring Report 2025
- Health & Care Staffing Act Q4 Report

#### ADVISE

#### RISKS

The committee discussed the appropriateness of the risk reporting frequency, ultimately deciding to maintain regular updates at every meeting due to the importance of tracking risk progression. It was noted that high-level risks should be escalated to Board level, and with the appointment of a new Head of Corporate Governance, a refresh of risk management was planned. Additionally, a workshop on operational risks, including health and safety, had been held, and a review process was underway.

## ACTIONS

- **Statutory mandatory training:** review the process of providing updates to the committee on progress with compliance in context of regular updates provided through the integrated performance report
- **Whistleblowing:** Review future Non-Executive Whistleblowing executive lead visit locations and provide further updates on progress with actions arising from whistleblowing investigations

## LEARNING

The Finance spotlight session highlighted recent developments as teams from the People and Culture Directorate transitioned into the Finance Directorate. Key updates included workforce demographics, training and appraisal completion, and improvements in operational areas such as procurement and travel. The presentation also covered initiatives in organisational development, employee engagement, and internal communications aimed at supporting staff and enhancing service delivery.

The Health and Wellbeing lead outlined the work of the Health and Wellbeing Oversight Group, which was established in 2023 and now oversees the 2025–2027 Health and Wellbeing Strategy, focusing on wellbeing, leadership, and equality. Key initiatives included the launch of the Employee Assistance Programme, a Wellbeing Roadshow, and a Leadership and Management Conference, all receiving positive engagement. Further developments included Occupational Health support enhancements, staff network launches, and ongoing analysis of key wellbeing themes such as anxiety and addiction.