

SUMMARY REPORT OF GOVERNANCE COMMITTEE MEETING

Name of Committee	Staff Governance Committee
Date of Meeting	7 July 2026
Committee Chair	Philip MacRae / Steve Walsh (Vice Chair)

KEY POINTS FROM DISCUSSION AND ESCALATION

ALERT

- Time to Fill Spotlight Session – Committee considered recruitment data and workforce challenges, noting the impact of recruitment timescales on capacity, service delivery and improvement activity.
- IPQR and Appraisals – Committee reviewed appraisal performance within the IPQR, focusing on appraisal activity as an indicator of staff engagement, development and organisational performance.
- Gaelic Language Plan – Committee noted progress against the Gaelic Language Plan, including movement from non-compliance to adequate progress, and recognised a more practical approach while maintaining the plan's ambitions.

ASSURE

- People and Culture Portfolio Update – Moderate
- Integrated Performance and Quality Report – Moderate
- Whistleblowing Q4 Report – Moderate
- Whistleblowing Annual Report 2025/2026 - Moderate
- People and Culture Strategic Risk Review – Moderate
- Health and Care Staffing Act Q4 Report – Moderate

ADVISE

- People and Culture Portfolio Board - Committee noted the transition to the new People and Culture Performance and Delivery Board to strengthen Executive oversight and introduce enhanced performance reporting.
- Health and Care Staffing Act – Programme plan to be developed by September, setting out milestones to increase assurance levels and support progress against duties and compliance.
- Health and Care Staffing Act Risk Work – Work to continue with operational areas to review Level 2 and Level 3 risk registers and assess whether they reflect staff experience, feedback and severe and recurrent risk.
- Child Health Assurance – Further consideration to be given to assurance in the context of the lead agency model, including where escalation to the Executive Team may be required

ACTIONS

- Committee Self-Assessment – Progress the revised self-assessment approach including surveys and facilitated development discussions.

LEARNING

- Learning from Whistleblowing Cases – Importance of identifying organisational learning from individual cases while maintaining confidentiality and recognising overlap with other HR and governance processes
- Service Planning and the Ask Once Approach – Early learning from applying a more systematic approach to service planning and workforce assessment across services.