

SUMMARY REPORT OF GOVERNANCE COMMITTEE MEETING

Name of Committee	Staff Governance Committee
Date of Meeting	3 March 2026
Committee Chair	Philip MacRae

KEY POINTS FROM DISCUSSION AND ESCALATION

ALERT

- People and Culture Portfolio Update – Advised assessment required of leadership session uptake capacity and associated demand.
- Staff Governance Committee Terms of Reference – Advised there were no changes proposed at this time.
- Staff Governance Committee Annual Report 2025/26 – Advised circulated report to be submitted as part of Annual Accounts process.
- Models of Integration and Single Authority Model – relevant papers highlighted.

ASSURE

- People and Culture Portfolio Update – Moderate.
- People Metrics and Integrated Performance and Quality Report – Moderate.
- iMatter National Report. Discussed thematic findings and action plan development – Moderate.
- People and Culture Strategic Risk Review – Moderate.
- Health and Care Staffing Act Implementation Q3 & Annual Reports – Moderate.
- Workforce Policies Report. Updated on HR Sub Group responsibilities, local guidance consideration requirements and future Counter Fraud reporting - Substantial.
- Whistleblowing and Confidential Contact Q3 Report - Moderate.
- Communication and Engagement 6 Monthly Update- Moderate.

ADVISE

- People and Culture Portfolio Update – Updates provided on Employability, funding streams, development of the Leadership and Culture Annual Report, and Health Passport. SOP agreed for escalation of matters relating to HCSA, tool runs for which over next 6 months. Maternity Staffing Tool referenced.
- People Metrics and Integrated Performance and Quality Report – Updates provided on Long Term Absences, reduced working week arrangements, Time to Fill, wider recruitment and retention activity. There was in depth discussion around a number of aspects relating to appraisal activity.
- iMatter National Report. Advised setting priority areas to address, noting visibility an issue Highlighted across NHS Boards.
- People and Culture Strategic Risk Review. Advised relevant risk ratings will be reviewed.
- Area Partnership Forum Update on Meeting on 12 December. Relevant meeting detail noted.

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ACTIONS

- People and Culture Portfolio Update – Agreed update on Bernardo’s Pilot Programme to next meeting.
- People and Culture Strategic Risk Review – Agreed update on mitigations and any required escalations be brought to next meeting.