

NHS 24 BOARD MEETING		25 FEBRUARY 2021 ITEM NO 12.2 FOR ASSURANCE	
KEY POINTS OF THE STAFF GOVERNANCE COMMITTEE HELD ON 2 FEBRUARY 2021			
Executive Sponsor:	Chair Staff Governance Committee		
Lead Officer/Author:	Interim Director of Workforce		
Action Required	The NHS 24 Board is asked to note what was discussed at the Staff Governance Committee at the 2 February 2021 Meeting.		

1. Purpose of the report

This report provides the NHS 24 Board with an update on key issues arising from the Staff Governance Committee held on 2 February 2021.

2. Recommendation

The NHS 24 Board is asked to receive and note the key points outlined. The main focus of the Committee had been Staff Support & Wellbeing in relation to COVID-19.

2.1 Staff Support and Wellbeing – COVID 19– The Committee noted the development of a Wellbeing Strategy which is due to be implemented on 1 April 2021. The Strategy will reflect the results from the recent iMatter, Home Working and Estates survey's. This will form part of the overall wellbeing actions. We are also working with the Communications Team to further increase Staff Engagement regarding wellbeing to ensure that all centres and directorates have a voice within this issue

2.2 Recruitment During COVID – 19

NES Accelerated Recruitment Portal - NHS 24 is engaging with the National Education Scotland (NES) recruitment portal, to support the service in terms - of employing additional clinical supervision resource, for COVID19. The portal has been set up to centrally collate and manage all potential returners to the NHS, in terms of carrying out pre-checks and offering placement letters. To date NHS 24 has employed 6 nurses and 3 GPs through the portal, however more clinicians are still being cleared through the accelerated pre-employment checks through NES.

During October and November 2020, 8 individuals were recruited via the NES Portal to support NHS 24 flu immunisation and a further 7 were recruited to provide temporary COVID19 Clinical Supervision.

This month a further 172 candidates from the NES Portal have been emailed to see if they would be interested in temporarily supporting NHS 24 in a COVID19 or 111 Clinical Supervisor role.

2.3 NHS 24's Approach to Statutory and Mandatory Training – The Committee discussed the statutory and mandatory training and highlighted their continued concern, the training is currently required to be completed by all staff in NHS 24, normally during their initial induction period, as well as ongoing training which is specific to certain skillsets. The list of topics included has increased over the years to include recommendations from NHS 24 Subject Matter Experts, and priorities driven by Scottish Government policy. This Committee also noted the proposed move to a Once for Scotland approach to Statutory and Mandatory training, which supports the implementation of Incremental Pay Progression linked to satisfactory completion of statutory and mandatory training and appraisal process. Whilst this national work is currently paused, it is key that we establish a robust local approach which can align to a national one at the appropriate time.

A clear approach to statutory and mandatory training is vital for workforce learning and development and to an effective induction experience for new staff.