

NHS Education for Scotland

Board Paper Summary

1. Title of Paper

Board Development Update

2. Author(s) of Paper

Tom Power – Head of OD & Learning

3. Purpose of Paper

To provide an update on plans for development of the NES Board in 2016 using the NHS Scotland Board Diagnostic and iMatter Staff Experience tools.

4. Key Issues

At the December meeting, the Board received an overview of resources made available to support the development of Boards and Non-Executive Directors in NHS Scotland: a new online version of the Board Diagnostic Tool hosted by ISD; recently published resources for supporting Non-Executive Director Effectiveness; and the national staff experience model, iMatter.

It was envisaged at this meeting that it would be prudent to try and align the timing of the Board's participation in iMatter to run alongside the early 2016 timetable set by ISD for use of the Board Diagnostic Tool. However, it has since been confirmed with the Scottish Government that Board Chars' team member participation in iMatter is to be limited to a Chair's direct reports, including the Chief Executive. Executive Directors are to participate separately as direct reports to the Chief Executive.

This approach has the advantage of limiting the number of times that Executive Directors will have to participate in online surveys during January/February 2016. It also means that it is not appropriate to review the two reports in parallel at the same session, as the audiences for each will be different.

The Chair has confirmed that implementation of iMatter for her direct reports should be moved to late 2016, enabling the NES Board as a whole to focus on getting the most from the Board Development Tool in the meantime. This will be rolled out in accordance with the ISD timetable at Appendix A. The Head of OD & Learning will facilitate the half-day feedback discussion at the Board Planning Day on 12th May.

In support of the above, arrangements are being made for the Head of OD & learning to meet with non-Executive Board members in early spring to discuss plans for the feedback session. This will be in addition to similar discussions with the Chief Executive and her direct reports at scheduled 1:1 meetings in the coming months.

5. Educational Implications

Not applicable

6. Financial Implications

Not applicable

7. Which NES Strategic Objective(s) does this align to?

Support NES mission and strategic aims through development of SO9 - An effective organisation where staff are enabled to give their best and our values are evident in every day work.

8. Recommendation(s) for Decision

The Board is asked to note and comment on the above, raising any questions regarding process directly with Tom Power, Head of OD & Learning.

NES
TP
January 2016

APPENDIX A – TIMESCALE FOR NHS SCOTLAND BOARD DIAGNOSTIC TOOL

Week Commencing	Stage of Process
21/12/2015	Participant info to ISD
28/12/2015	
04/01/2016	
11/01/2016	Questionnaire Live for completion Participants to be E Mailed link from ISD/NSS directly
18/01/2016	
25/01/2016	
01/02/2016	
08/02/2016	
15/02/2016	Data check and report generation by ISD
22/02/2016	
29/02/2016	
07/03/2016	Outcomes to Chair & Scot Gov
14/03/2016	Chair and Facilitator to review results / plan development event
21/03/2016	
28/03/2016	
04/04/2016	
11/04/2016	Facilitator preparatory discussions with Board members to help identify key issues.
18/04/2016	
25/04/2016	
02/05/2016	
12/05/2016	Facilitated feedback and discussion at Board Planning Day