

REVIEW OF SCOTLAND'S COLLEGES

WORKING GROUP: STAFFING, LEARNERS & LEARNING ENVIRONMENTS

DRAFT STAFF GOVERNANCE STANDARD

Purpose

1. To invite members to discuss in principle whether a staff governance standard should be developed for Scotland's colleges.

Background

2. A Staff Governance Standard has been developed for the National Health Service in Scotland. The latest edition of the Standard is attached.



NHS Staff
Governance.pdf

3. "Staff governance" is defined as "a system of corporate accountability for the fair and effective management of all staff". The Standard sets out what each NHSScotland employer must achieve in order to improve continuously in relation to the fair and effective management of staff. Implicit in the Standard is that all legal obligations are met, and that all policies and agreements are implemented. In addition to this, the Standard specifies that staff are entitled to be:

- well informed;
- appropriately trained;
- involved in decisions which affect them;
- treated fairly and consistently; and
- provided with an improved and safe working environment.

4. The STUC has suggested that a Staff Governance Standard for Scotland's Colleges should be developed, modelled on the NHS standard. Such a draft, prepared by the STUC, is attached.



5. Members should note that the NHS Staff Governance Standard is being revised. A new version is likely to be published in the next few months.

Consideration

7. Given that the Review of Scotland's Colleges will conclude in spring 2007, it would seem unlikely that much progress could be made in the time available to develop a Staff Governance Standard for Scotland's Colleges, particularly if due regard were to be given to the revised version of the NHS Standard, which is not yet publicly available.

Action

8. Members are invited to consider whether the Working Group should recommend that the Association of Scotland's Colleges and the STUC work together with the aim of developing a Staff Governance Standard for Scotland's Colleges, perhaps on the lines of the NHS Standard.

9. If members were minded to include such a recommendation in its final report, we suggest it would be appropriate for this to be brought to the attention of the Review's Accountability and Governance Working Group for its interests.

**Reviews Team
November 2006**