

**REPORT TO THE TRUST BOARD - PUBLIC
23 FEBRUARY 2017**

Title	Chair's Report
Author	Marie Gabriel, Trust Chair

Purpose of the Report:

The report informs the Board of Chair's Action taken in appointing Consultant medical staff, provides feedback from the Council of Governors and outlines the Chair's most significant activities.

Summary of Key Issues:

To receive information on the process for Chair's action in appointing consultants and to note the activities of the Chair.

Strategic priorities this paper supports (Please check box including brief statement)

Improving service user satisfaction	<input checked="" type="checkbox"/>	The appointment of high quality clinical leaders contributes to improving service user outcomes.
Improving staff satisfaction	<input checked="" type="checkbox"/>	Efficient management of finances enable maximum resource availability for staff.
Maintaining financial viability	<input checked="" type="checkbox"/>	Maintaining effective relationships will support the provision of sustainable, integrated services

Committees/Meetings where this item has been considered:

Date	Committee/Meeting
13 th December 2016 and 19 th January 2017	Council of Governor meetings

Implications:

Equality Analysis	Participation in external networks builds knowledge and capability in addressing inequalities.
Risk and Assurance	Governor and external stakeholder engagement assists in developing solutions, thereby mitigating risks
Service User/Carer/Staff	The Council of Governors' focus, within its forward plan, on effective efficiency, prevention and recovery will assist the Trust in achieving better outcomes with service users, carers and staff
Financial	There are no financial implications above existing budgets
Quality	The Council of Governors Quality Improvement Project, is part of our wider programme of quality improvement

Supporting Documents and Research material

None

Glossary

Abbreviation	In full
CAMHS	Child and Adolescent Mental Health Service
ABT	Assessment and Brief Treatment

1.0 Background/Introduction

- 1.1 The report provides information on the key deliberations of the Council of Governors and advises the Board of Chair's Action taken in appointing Consultant medical staff and requests approval of these appointments. It also outlines the Chair's most significant activities as Chair of the Trust Board.

2.0 Council of Governors

- 2.1 As Chair of the Council of Governors I am reporting back on two Council meetings. An extraordinary meeting held in December, Governors considered the relevant Sustainability and Development Plans (STPs), the Trust's Operational Plan and the Trust's finances. At the January meeting, the Council's main consideration was how best to recruit and engage the Trust's Membership.
- 2.2 The December meeting identified several priorities to inform the Trust's own strategic plan and its response to the STP. These included integrated care, prevention, improving access to services, and a comprehensive approach to recovery to include housing, employment, and substance misuse. The meeting also highlighted the need for the effective engagement of service users and carers and the need to address the economic challenge with a quality improvement approach, reducing waste whilst maximising value.
- 2.3 The January meeting identified a variety of ways in which the Trust could better engage its Membership, from better use of social media to outreach into the community and from Governor's being actively engaged in recruitment to offering opportunities for Members to engage in appropriate areas of work, for example the Stigma Campaign. The Governors agreed that it was necessary to have a better understanding of what works and what doesn't and charged their Communications and Engagement Committee with taking forward their views through a refresh of the Membership Strategy. Once signed off by the Council of Governors, the refreshed strategy will come back to the Board.
- 2.4 The Governors also agreed their key strategic agenda items for the remainder of the year which are: better understanding of the Trust's approach to financial constraints, integrated care, suicide prevention and mental health prevention and recovery. The Council's improvement plan was also agreed along with the topic for the next Governor's QI project, which is maximising the individual and collective impact of Governors.

3.0 Consultant Appointments

- 3.1 The Trust held an Advisory Appointments Committee on 23rd November 2016, to interview for Consultant Psychiatrist in Child and Adolescent Mental Health Services Coburn Unit. This is a replacement post.

3.1.1 The appointments panel consisted of:

Marie Gabriel, Chair
Mason Fitzgerald, Executive Director of Corporate Affairs for Chief Executive
Dr. Richard Evans, Associate Medical Director
Dr. Graeme Lamb, Clinical Director
Dr. Rafik Rafaat, Dual role of Local Consultant and Royal College Representative
Courtney Alfred, Service User Representative

3.1.2 Four people were shortlisted, one candidate withdrew and three attended for interview.

3.1.3 The recruitment and interview process was conducted in accordance with Trust policies and procedures.

3.1.4 The appointments panel recommended Dr. Sophia Ulhaq for appointment to the post of Consultant Psychiatrist, CAMHS Coburn Unit.

3.2 The Trust held an Advisory Appointments Committee on 28th November 2016, to interview for a Consultant Liaison Psychiatrist in Tower Hamlets. This is a replacement post.

3.2.1 The appointments panel consisted of:

Marie Gabriel, Trust chair
Professor Jonathan Warren, Deputy Chief Executive
Dr. Richard Evans, Associate Medical Director
Dr. Karl Marlowe, Clinical Director
Dr. Brent Elliott, Dual role Local consultant and Royal College Representative
Tony Fulham, Service User Representative

3.2.2 Three people were shortlisted, one withdrew and two attended for interview.

3.2.3 The recruitment and interview process was conducted in accordance with Trust policies and procedures.

3.2.3 The appointments panel recommended Dr. Nick Walsh for appointment to the post of Consultant Liaison Psychiatrist Tower Hamlets.

3.3 The Trust held an Advisory Appointments Committee on 19th January 2017 to interview for a Forensic Consultant Psychiatrist at Millfield. This is a replacement post

3.3.1 The appointments panel consisted of:

Jenny Kay Non-Executive Director
Dr. Navina Evans, Chief Executive
Dr. Frank Rohricht, Associate Medical Director for Chief Medical Officer
Dr. Sian Llewellyn-Jones, Associate Clinical Director

Dr. Celia Taylor, Local Consultant
Dr. David Reiss, Royal College Representative
Sandra Erskine, Service User Representative

- 3.3.2 Two people were shortlisted, and both attended for interview.
- 3.3.3 The recruitment and interview process was conducted in accordance with Trust policies and procedures.
- 3.3.4 The appointments panel recommended Dr. Guy Hillman for appointment to the post of Consultant Forensic Psychiatrist.
- 3.4 The Trust held an Advisory Appointments Committee on 23rd January 2017 to interview for four Consultant Psychiatrist posts in Newham.
1. Borough-wide Assessment and Brief Treatment Team.
 2. Inpatient Assessment and Treatment Ward (Jade Ward).
 3. Liaison Psychiatry.
 4. Specialist Personality Disorder Service.
- 3.4.1 The appointments panel consisted of:
Ken Batty, Non-Executive Director
Dr. Kevin Cleary, Dual role of Chief Medical Officer and acting for Chief Executive
Dr. Dudley Manns Clinical Director
Dr. Christiane Wildgrube, Local consultant
Dr. Ilyas Mirza, Royal College Representative
Peter Anderson, Service User Representative
- 3.4.2 11 people were shortlisted for interview and 10 attended.
- 3.4.3 The recruitment and interview process was conducted in accordance with Trust policies and procedures.
- 3.4.4 The appointments panel recommended Dr. Anastasia Apostoiou to the post of Consultant Psychiatrist, ABT, Dr. Abdi Sanati to the post of Consultant Psychiatrist Jade Ward, Dr. Mazen Daher to the post of Consultant Psychiatrist, Liaison Psychiatrist and Dr. Sarah Morando to the post of Consultant Psychiatrist Specialist Personality Disorder Service.

4.0 Chair Activities

- 4.1 One of my key December highlights was the Institute for Healthcare Improvement's national conference. ELFT were a key participant, delivering to an international audience, spending a day sharing our approach to QI and two half days delivering a workshop on engaging staff and service users. Our Chief Executive was also on a panel speaking about our work on addressing inequity to a room of senior leaders. We also benefited from opportunities to examine successful approaches to integrating services, maximising value and addressing

population health. Established partnerships were strengthened and new ones developed, for example, a learning partnership with another mental health organisation in America.

- 4.2 Nationally, as a member of the Strategic Advisory Group, I have participated in a refocusing of the Workplace Race Equality Scheme, (WRES). Now that the data system that underpins the WRES have been established, the aim is to focus on supporting organisations to build inclusive cultures. This is line with the work ELFT are already undertaking with the Kings Fund and NHS Improvement and so there really appears to be a system focus on creating sustained improvement.
- 4.3 A third area of focus has been on strengthening People's Participation. Across the STP and within Newham there has been a focus on bringing together communication and engagement leads to identify how best we can use our collective skills, resources, and networks to better engage residents, users and carers in health and social care. Nationally, ELFT has been invited, by the NHS Confederation, to be a partner in an event to highlight best practice in partnerships with patients and the public in developing services. Speaking on our behalf at the House of Lords event will be a group of our service users and carers. Further information will be provided closer to the event.
- 4.4 In the days running up to the Board meeting I will be attending three different events that will consider, with slightly different perspectives, the current opportunities and challenges within the wider health and social care system. I will highlight the key messages at our meeting and provide an update from the soon to be held Thrive London meeting.

5.0 Action Being Requested

- 5.1 The Board is asked to **RECEIVE** the report and **APPROVE** Chair's Action in appointing Dr.Ulhaq, Dr. Walsh, Dr. Hillman, Dr. Apopstoiou, Dr. Sanati, Dr. Daher and Dr. Morando.