

**REPORT TO THE TRUST BOARD - PUBLIC**  
**29 JUNE 2017**

<b>Title</b>	Chair's Report
<b>Author</b>	Marie Gabriel, Trust Chair

**Purpose of the Report:**

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

**Summary of Key Issues:**

To receive information on Governor discussions, highlights of national priorities and the process for Chair's action in appointing consultants.

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

Improving service user satisfaction	<input checked="" type="checkbox"/>	Defining our approach to participation with those with lived experience will result in systematic engagement.
Improving staff satisfaction	<input checked="" type="checkbox"/>	The appointment of high quality clinical leaders significantly contributes to staff member's experience of teamwork.
Maintaining financial viability	<input checked="" type="checkbox"/>	Keeping up to date with and informing national policy and priorities will support our aim to provide sustainable, integrated services

**Committees/Meetings where this item has been considered:**

Date	Committee/Meeting
18/05/2017	Council of Governors

**Implications:**

Equality Analysis	The report refers to our commitment to an inclusive culture and national priorities to improve access to mental health services.
Risk and Assurance	External stakeholder engagement and shared learning assists in mitigating risks
Service User/Carer/Staff	The report highlights how the Trust is seeking to ensure effective participation by those who use our services and also the outcomes of visits to our Corporate Services to aid planning.
Financial	There are no financial implications above existing budgets but the report highlights areas where national investment may take place
Quality	NED visits and attending events helps ensure an understanding of our context and how we might respond.

**Supporting Documents and Research material**

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**Glossary**

Abbreviation	In full

## **1.0 Background/Introduction**

- 1.1 The report informs the Board of Chair's Action taken in appointing Consultant medical staff and requests approval of these appointments. It also provides feedback from the Council of Governors meeting and outlines the Chair's most significant activities.

## **2.0 Council of Governors**

- 2.1 First of all I, would like to join the Council of Governors, in expressing the Board's gratitude to the IT staff for their responsiveness, hard work and willingness to work outside of regular hours in addressing the NHS cyberattack. The responsiveness of this team was also frequently commented on by our new Tower Hamlets Community Health Services staff during our welcome events.
- 2.2 The Council meeting considered how the Trust ensures it maintains quality as part of our required efficiency programme. We discussed the robustness of our Quality Impact Assessments and their role within these and Governors highlighted the need to consider cumulative effects across team and over a period of time. We agreed that Larry Smith and Adrian Charles Thompson would represent Governors on our Quality Impact Assessment Working Group. My thanks to them both.
- 2.3 The Governors also discussed our overall performance as a Trust and our strategic direction, including as part of our Sustainability and Transformation Partnerships, (STPs). The information shared was well received and thanks were given to the Board on our successes but Governors would like a better understanding of trajectories and to be kept informed of the developing role of STPs.
- 2.4 I am pleased to report that the Council agreed to a second Non-Executive Director term of three years, for both Millie Banerjee and Jenny Kay and an additional one year term for Kingsley Peter.

## **3.0 Consultant Appointments**

- 3.1 The Trust held an Advisory Appointments Committee on 6 June 2017, to interview for a Consultant Psychiatrist, Bow and Poplar, Community Mental Health Trust, Tower Hamlets. This is a replacement post.

- 3.1.1 The appointments panel consisted of:

Marie Gabriel, Chair  
Dr. Navina Evans, Chief Executive  
Dr. Dinesh Sinha, Associate Medical Director  
Dr. Karl Marlowe, Clinical Director  
Dr. Chris Sage, Local consultant  
Dr. Alan McNaught, Royal College Representative  
Aida Areigai-Goitom, Service User Representative

- 3.1.2 Two people were shortlisted, both 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. Areti Pavlidou for appointment to the post of Consultant Psychiatrist.

#### **4.0 Chair Activities**

- 4.1 There have been two NED group visits to Corporate Services, one to The Green and the other to Alie Street. Paul, Millie, Mary and I were very impressed with the level of expertise, obvious focus on patients, families and safety, commitment to customer service, the comparative pace achieved and the multi-disciplinary teamwork evidenced by the staff. Both visits illustrated the need for us to think further about retention of skill in a competitive market, career progression and succession planning. It was also apparent that we need to continue to ensure premises for staff are safe and fit for purpose. We were also impressed to find that our innovative staff are developing new systems in partnership with patients and clinicians, providing services to other organisations and broking productive partnerships with external agencies such as the police. A consistent message was the need to think of our Corporate Services resource given increasing demand, additional scrutiny and the expansion of the Trust. The key points from the visits have been reported back to the Executive and to the staff themselves with confirmed ways to take forward these key points.
- 4.2 I attended the fascinating and inspiring Architecture and Mental Health conference, organised by our Creative Arts and Research teams. This public event highlighted the importance of the quality of the physical care environment to recovery and in reducing stigma for mental health care. There was a shift in my understanding of what 'good' would look like based on the presentations by service users and design experts and it was clear that there are opportunities for cost effective solutions that will make a real difference to care. ELFT has unique expertise to contribute to an innovative understanding of what constitutes an enhanced therapeutic environment, given its research, design and Quality Improvement skills. I have asked that the Arts and Environment Group present to our October Board meeting to provide more detail.
- 4.3 I attended the NHS Confederation's Annual Conference, within which, both Navina and I chaired sessions. During the conference, we heard from both Jeremy Hunt MP, confirmed as the Secretary of State for Health, Simon Stevens, Chief Executive of NHS England and Jim Mackey, Chief Executive of NHSI. Jeremy Hunt's first immediate priority was staff, and he advised that the securing the rights of EU citizens working in health was 'top of the list' in forthcoming Brexit negotiations. He also asked that we look at retention levels, mental health support and how we can be creative in filling gaps so staff are not overstretched. Workforce is also the topic of meetings to be attended by Mary and before the Board meeting and we will therefore report back verbally. It was pleasing to hear that mental health remains a personal priority for the Prime Minister and the Health Secretary and that the transformation of these services was an

'immediate' system priority. All speakers were consistent in advising that financial balance remained a key goal for the NHS and Stevens advised that this had to be achieved before further funding could be released. There was also an emphasis on investment in transformation and service improvement as opposed to administrative reorganisation. In addition to the above, Simon Stevens emphasised primary care, illustrating how GP recruitment had reduced but that there was still a requirement for extended access to meet demand.

- 4.4 The final, but very important area, that I would wish to highlight is my involvement with Paul Binfield and other members of the People's Participation Committee in further defining ELFT's approach to the peoples' participation. We have focused on an approach that recognises participation as a right and as a form of recovery, which meaningfully ensures the inclusion of people with lived experience as team members; designing, leading, delivering and evaluating our services. The updated strategy will be presented to the Board for agreement and next week we will be celebrating the contribution of those with lived experience with the Peoples Participation Awards.

## **5.0 Action Being Requested**

- 5.1 The Board is asked to **RECEIVE** the report and **APPROVE** Chair's Action in appointing Dr. Pavlidou.