

REPORT TO THE TRUST BOARD – PUBLIC
19 OCTOBER 2017

Title	Chair's Report
Author	Marie Gabriel, Trust Chair

Purpose of the Report:

The report provides feedback from the Council of Governors, seeks approval for consultant appointments and outlines the Chair's most significant activities.

Summary of Key Issues:

To receive information on Governor discussions, including receiving recommendations requiring constitutional changes. To also seek approval for Chair's action in appointing Consultant medical staff, including a recommendation for changes in that approval process.

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

Improving service user satisfaction	<input checked="" type="checkbox"/>	Involvement in national events to share and learn from best practice improves our ability to work with those with lived experience to improve satisfaction.
Improving staff satisfaction	<input checked="" type="checkbox"/>	Appointment of high quality clinical leaders supports effective teamwork and thereby staff satisfaction.
Maintaining financial viability	<input checked="" type="checkbox"/>	Seeking Governor input and attending events to inform national and regional strategy will support an aligned Trust viability strategy

Committees/Meetings where this item has been considered:

21/10/2017	Council of Governors
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Implications:

Equality Analysis	The Council of Governors has prioritised a consideration of how the Trust engages with diverse communities to deliver responsive services and reduce isolation.
Risk and Assurance	External stakeholder engagement and shared learning assists in mitigating risks
Service User/Carer/Staff	The report highlights how the Trust is involved in spreading and learning from best practice in participation and the need for the effective development of digital health in enabling staff to deliver effectively.
Financial	There are no financial implications above existing budgets
Quality	Considering and subsequently improving our approach to digital health will improve our ability to deliver high quality services.

Supporting Documents and Research material

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Glossary

Abbreviation	In full
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1.0 Background/Introduction

- 1.1 To update the Board on the discussions of and recommendations from the Council of Governors and the Chair's main activities. To also seek Board approval of Chair's action in the appointment of Consultant Medical Staff and to consider recommendations for changes in the appointment approval process.

2.0 Council of Governors

- 2.1 The September meeting of the Council of Governors considered the environment within which the Trust operates, set the strategic agenda items for its annual Forward Plan, and considered its own effectiveness as a Council.
- 2.2 The discussion on how the Trust can best respond to its environment will be continued at the Significant Business Committee, with the outcomes reported back to the full Council and subsequently the Board for consideration.
- 2.3 The improvement plan resulting from the Council review and the Agenda Forward Plan will be confirmed at the November Council meeting however it was clear that Governors are seeking to support individual members to contribute and to improve information sharing and collaboration, including with the Board. The forward plan of agenda items discussion emphasised, amongst other things, an interest in hearing directly from patients and staff, working with diverse communities to address isolation and inclusion, and equality and diversity.

Governor disqualification criteria

- 2.4 The Board will recall that in September it agreed to proposals to amend the Constitution to allow Directors to become or continue as Directors at other Trusts.
- 2.5 The Council was subsequently presented with this proposal in September which they agreed.
- 2.6 However, in line with the ethos of partnership working, Governors also decided to agree to amend the constitution so that Governors are allowed to become or continue as Directors of other Trusts.
- 2.7 As this requires approval by both the Council and the Board, the additional proposals have been brought to the Board for approval.
- 2.8 The Trust Constitution currently includes the following disqualification criteria:
- *Annex 6, page 80, clause 2: A person may not become or continue as a governor if:
2.4 in the case of an elected governor, he is a governor or director of another NHS Foundation Trust or NHS Trust;*
 - *Page 14, paragraph 29.1: The following may not become or continue as a member of the Board of Directors:*

29.8 A person who is a director of another NHS Trust or a director or governor of another NHS Foundation Trust.

- 2.9 The Council agreed to remove these restrictions from the Trust Constitution and ask for the Board's approval of this.

Changes to the Appointed Academic Seat on the Council

- 2.10 There is currently an appointed academic seat on the Council reserved for relevant Academic Universities. This seat has remained vacant for a number of years as there have been difficulties filling it. This was originally a specific seat for Queen Mary University of London, but in 2015 it was agreed that the seat would be rotated amongst a group of relevant academic universities on a three year basis.
- 2.11 However, the seat has still remained vacant, so in order to fill it the Council agreed to amend this seat to 'educational institutions with an interest in mental health and/or community services'. This would open up the seat to be filled by any educational institution not just universities.
- 2.12 As this requires an amendment to the Trust Constitution it is also being presented to the Board for approval.

3.0 Consultant Appointments

Two Learning Disability Consultant Psychiatrist posts for City & Hackney and Bedford

- 3.1 The Trust held an Advisory Appointments Committee on 4th September 2017, to interview for two Learning Disability Consultant Psychiatrist posts. One in City and Hackney and one in Bedford.

- 3.2 The appointments panel consisted of:

Marie Gabriel, Chair
Dr. Navina Evans, Chief Executive
Dr. Kevin Cleary, Chief medical Officer
Dr. David Bridle, Clinical Director
Dr. Ian Hall, Lead Clinician for Mental Health Service for people with Learning Disabilities
Dr. Sanjay Nelson, Consultant Psychiatrist for Mental Health Services for people with Learning Disabilities for Clinical Director Bedford.
Dr. Indermeet Sawhney, Royal College Representative
Arif Hoque, Service User Representative

- 3.3 Seven people were shortlisted for interview and six attended for interview. Two people applied for both posts.

- 3.4 The recruitment and interview process was conducted in accordance with Trust policies and procedures.
- 3.5 The appointments panel recommended Dr. Nicole Eady and Dr Laura Checkley were appointment as a job share to Consultant Psychiatrist, City and Hackney post and Dr. Zehra Jafar was appointed to the Consultant Psychiatrist Bedford post.

A Paediatric Consultant post

- 3.6 The Trust held an Advisory Appointments Committee on 26th September 2017, to interview for a Paediatric Consultant
- 3.7 The appointments panel consisted of:
 - Marie Gabriel, Chair
 - Dr. Navina Evans, Chief Executive
 - Dr. Kevin Cleary, Chief medical Officer
 - Dr. Graeme Lamb, Clinical Director
 - Dr. Fayrus Abusrewil, Local consultant
 - Dr. Sepali Wijesinghe, Royal College Representative
 - Hugh McLeod, Service User Representative
- 3.8 One person applied and was shortlisted for interview.
- 3.9 The recruitment and interview process was conducted in accordance with Trust policies and procedures.
- 3.10 The appointments panel recommended Dr. Joanne Beckmann was appointed to the Paediatric Consultant post.

Consultant appointment process

- 3.11 As part of the review of the Consultant recruitment process, the Appointments and Remuneration Committee considered the reporting of appointments to the Board of Directors. As it is not a requirement for Foundation Trusts to ask for the Board's approval to the recommendations of the appointment panel, it is recommended that this is not continued and that instead delegated authority is given to the appointing panel.
- 3.12 The Board needs to continue to be assured of the robustness of the Consultant recruitment process, as it was at its September meeting, and to also understand the Consultant establishment and any challenges we may have in addressing vacancies. It was therefore agreed that reports on consultant establishment will feature as part of the workforce report on a six monthly basis.

4.0 Chair's Activities

- 4.1 There are three events I would like to highlight. The first is the London Mental Health Trust Chairs' meeting which received two presentations on digital mental health, including how artificial intelligence is supporting the delivery of care from

predicting crisis to supporting case load management. It was emphasised that there is now a national expectation that digital health underpins all Trust strategies and that there is a move away from the view of IT as a cost centre to a valued enabler. Trust Boards are expected to ensure that there is appropriate digital leadership and to discuss the results of the organisation's Digital Maturity Assessment, which is due for completion this month. NHS Improvement has requested that each Trust identifies a NED lead, which ELFT already has in place as Millie Banerjee is our IT Lead NED.

- 4.2 On 5th October we held a very successful and well attended Annual Members Meeting and Annual General Meeting. My thanks to all those involved in organising both events, to the Governors involved in the Governor Panel who effectively answered a diverse range of questions from Members and to our AGM Key Note Speaker Lord Victor Adebawale, our very first Member ten years ago. Suggested improvements for next year include a consideration of how we might better combine and ensure full Board attendance at the two events
- 4.3 At the Board meeting I will report back on the 11th October People's Participation Network event at the House of Lords, at which ELFT is being showcased as an example of best practice. This will include a presentation from Adrian, one of our lived experience researchers, into the results of the Pride research on the outcomes of participation. My thanks to him and the five other people with lived experience who will be attending to promote their work with the Trust. At the Board meeting I will also take the opportunity to highlight any key messages from the London Leaders Dinner, the national Mental Health Network Board and our very own Arts Therapies Away day that I will also be attending.

5.0 Action Being Requested

5.1 The Board is asked to:

- a) **RECEIVE** and **NOTE** the report
- b) **AGREE** the Council of Governors' recommendation that the Constitution be amended:
 - i. To remove the restriction on Governors from becoming or continuing as Governors of other NHS Trusts or NHS Foundation Trusts.
 - ii. To remove the restriction on Governors from becoming or continuing as Directors of other NHS Trusts or NHS Foundation Trusts
 - iii. To expand the appointed academic Council seat to educational institutions with an interest in mental health and/or community services
- c) **APPROVE** Chair's action in the appointment of Dr. Nicole Eady and Dr Laura Checkley as a job share to the Consultant Psychiatrist, City and Hackney post, Dr. Zehra Jafar to the Consultant Psychiatrist Bedford post and Dr. Joanne Beckmann to the Paediatric Consultant post.

- d) **AGREE** that Consultant appointments are no longer reported to the Board for approval and instead this approval is delegated to the appointing panel with a bi-annual report on the Consultant establishment being included within the Workforce Report.