

NLG(18)049

DATE OF MEETING	27 February 2018
REPORT FOR	Trust Board of Directors – Public
REPORT FROM	Anne Shaw, Chair
CONTACT OFFICER	Wendy Booth, Director of Governance & Assurance and Trust Secretary
SUBJECT	NED Alignment to Divisions
BACKGROUND DOCUMENT (IF ANY)	None
PURPOSE OF THE PAPER:	For Approval
EXECUTIVE SUMMARY (PLEASE INCLUDE A BRIEF SUMMARY OF THE PAPER, KEY POINTS & ANY RISK ISSUES AND MITIGATING ACTIONS WHERE APPROPRIATE)	The Trust Board has agreed to the alignment of Non-Executive Directors (NEDs) to Clinical Divisions. The attached paper provides the key principles and next steps in respect of this approach
HAVE STAFF SIDE BEEN CONSULTED ON THE PROPOSALS?	N/A
HAVE THE RELEVANT SERVICE USERS/CARERS BEEN CONSULTED ON THE PROPOSALS?	N/A
ARE THERE ANY FINANCIAL CONSEQUENCES ARISING FROM THE RECOMMENDATIONS?	NO
IF YES, HAVE THESE BEEN AGREED WITH THE RELEVANT BUDGET HOLDER AND DIRECTOR OF FINANCE, AND HAVE ANY FUNDING ISSUES BEEN RESOLVED?	N/A
ARE THERE ANY LEGAL IMPLICATIONS ARISING FROM THIS PAPER THAT THE BOARD NEED TO BE MADE AWARE OF?	NO
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO THE NHS CONSTITUTION IN ANY DECISIONS OR ACTIONS PROPOSED?	N/A
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO SUSTAINABILITY IMPLICATIONS (QUALITY & FINANCIAL) & CLIMATE CHANGE?	N/A
THE PROPOSALS OR ARRANGEMENTS OUTLINED IN THIS PAPER SUPPORT THE ACHIEVEMENT OF THE TRUST OBJECTIVE(S)	YES
THE PROPOSAL OR ARRANGEMENTS OUTLINED IN THIS PAPER ENSURE COMPLIANCE WITH THE REGULATORY OR GOVERNANCE REQUIREMENTS LISTED	Supports the process of triangulation and board assurance
THE PROPOSALS OR ARRANGEMENTS OUTLINED IN THIS PAPER TAKE ACCOUNT OF REQUIREMENTS IN RESPECT OF EQUALITY & DIVERSITY	N/A

ACTION REQUIRED BY THE BOARD

The Board is asked to approve the approach outlined in this paper

NED Alignment to Divisions – Key Principles and Next Steps

Background & Introduction

The Trust Board has recently agreed to the alignment of Non-Executive Directors (NEDs) to Clinical Divisions, as follows:

DIVISION	NED
Medicine	Sue Cousland
Women's & Children's	Sandra Hills
Clinical Support Services	Tony Bramley
Community & Therapies	Stan Shreeve
Surgery & Critical Care	Linda Jackson

Key Benefits

The key benefits of such an approach are as follows:

- provides the opportunity for NEDs to get to know the Clinical Divisions, the Triumvirates and their staff and to understand the challenges faced in these areas. This, in turn, will ensure subsequent challenge at the Trust Board and Trust Board assurance sub-committees is appropriately targeted;
- supports the process of triangulation and assurance;
- improves Trust Board visibility, transparency and approachability;
- utilises the skills and experience of the NEDs;
- provides support for and championing of the Clinical Divisions;
- provides a more structured approach than the previous random allocation of NEDs to ward and department visits;
- supports the development of the NEDs individually and collectively.

Whilst this is seen as a positive move in terms of both board assurance and board development, care needs to be taken to ensure that in undertaking this role, NEDs do not get involved in managing operational matters. It is important too, that staff within the Clinical Divisions are clear that this arrangement is not intended to replace current operational decision making and escalation processes.

Next Steps:

- agreement of the key principles described above by the Trust Board;
- communication of the above arrangements to the Triumvirates and the wider organisation;
- introductory meetings with each Triumvirate and their respective NEDs to agree a working approach based on the principles outlined in this document;
- agreement to review these arrangements within 6-12 months.

February 2018