

Board of Directors Meeting

Subject: Care Quality Commission – Fit and Proper Person Requirement
Date: Thursday 24 September 2015
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Lead Director: Karen Fisher, Acting Chief Executive

Executive Summary

The Board of Directors agreed the process to ensure compliance with the Fit and Proper Persons Requirements (FPPR) in January 2015.

Recent feedback has identified immediate concerns regarding compliance of the Fit and Proper Person Requirements identifying that the Trust did not have appropriate systems and processes in place to ensure that all new and existing directors were and continued to be fit and proper persons.

It is clear that whilst there were processes, policies and procedures in place for those in Board positions, these have not been robustly implemented.

In order to ensure full implementation and compliance with the requirements the following improvements have been made:

- Review and revision of the policy to address concerns raised, eg outlining the risk assessment process, supported by clear documentation when information such as a DBS is awaited – appendix 1
- Full review of all personal files to ensure the require processes have been completed and the relevant documentation is in place
- Implementation of robust processes for the recruitment of new Board members, eg Chief Executive and Non-Executive Director.

These arrangements will be overseen personally by the Interim Director of Human Resources.

Recommendation

The Board is asked to:

- Note the actions taken to ensure full compliance with the Fit and Proper Person Requirements
- Approve the revised Policy and Procedure for the Fit and Proper Persons Requirements

Relevant Strategic Priorities (please mark in bold)

To consistently deliver a high quality patient experience safely and effectively	To develop extended clinical networks that benefit the patients we serve
To eliminate the variability of access to and outcomes from our acute services	To provide efficient and cost-effective services and deliver better value healthcare

To reduce demand on hospital services and deliver care closer to home	
Links to the BAF and Corporate Risk Register	
Details of additional risks associated with this paper (<i>may include CQC Essential Standards, NHSLA, NHS Constitution</i>)	Requirement of CQC Standards
Links to NHS Constitution	
Financial Implications/Impact	
Legal Implications/Impact	The requirement to comply with the regulations is a legal requirement.
Partnership working & Public Engagement Implications/Impact	
Committees/groups where this item has been presented before	--
Monitoring and Review	Board of Directors
Is a QIA required/been completed? If yes provide brief details	---