

Council of Governors

Subject:	Developing the Council of Governors – interim recommendations from 1:1 sessions		Date: 18 th February 2019	
Prepared By:	John MacDonald Chair, Shirley A Higginbotham, Director of Corporate Affairs			
Approved By:	John MacDonald Chair, Shirley A Higginbotham, Director of Corporate Affairs			
Presented By:	John MacDonald Chair			
Purpose				
To provide council with an interim report regarding the recommendations from the Governor and Chair 1:1 sessions			Decision	
			Approval	X
			Consider	X
			Assurance	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
X	X	X	X	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
	X			
Risks/Issues				
Financial	Requires approval of a potential cost pressure for the Trust			
Patient Impact	N/A			
Staff Impact	N/A			
Services	N/A			
Reputational	N/A			
Committees/groups where this item has been presented before				
N/A				
Executive Summary				
<p>It was agreed with the Council of Governors for individual governors to have a 1:1 session with the chair; most of these sessions also included the lead governor and the Director of Corporate Affairs.</p> <p>The sessions were to enable individual governors to meet the chair, establish a working relationship and identify any issues which could be addressed to improve the development of the Council of Governors; a number of governors also took the opportunity to feedback on the positive experience of being a governor.</p> <p>The sessions began in September 2019 and to date, 13 sessions have been completed with 11 to complete over the next few months.</p> <p>The key issues identified have been collated under the following headings:</p> <ul style="list-style-type: none"> • New Initiatives • Supporting Governors • Identifying and feedback on issues • Improving the performance of Governors and getting feedback <p>An action plan has been developed for consideration by the Council of Governors and this is detailed below. Further issues raised will be added to the action plan and presented to the Council of Governors for consideration</p>				

Heading	Suggestion	Progress	Lead	Timeline
New Initiatives	A governor to be on patient panel for consultant interviews	This has been raised with HR, who are developing a process	Director of Corporate Affairs	30 th March 2020
	System governance/ICS and what this means for the role of Governors	Suggest governor task and finish group, once outcome of ICS independent review report available	Chair	TBC
	Young people perspective, input to Governors	Lead governor and appointed governor for West Notts College taking this forward and reporting to membership and engagement committee	Lead Governor	TBC
	Enhanced 15 steps process	Chief Nurse to attend Council of Governors	Chief Nurse	18 th February 2020
Supporting Governors	A monthly brief for governors on MYG to provide current updates	Utilise Team Brief presentation from CEO	Director of Corporate Affairs	28 th February 2020
	Mileage 39.2p/mile too low. Other trusts pay £45p/mile	Council of Governors to consider increasing mileage rate in line with other organisations. This would incur a cost pressure of approximately £7,000 for the Trust as the mileage rate would be applicable to all volunteers across the Trust.	Director of Corporate Affairs	18 th February 2020
	Rotate CoG to different days of the week to ensure more governors can attend	To consider when annual meeting schedule for 2021/22 is developed in October 2020	Director of Corporate Affairs	October 2020
	Governor social event to encourage team working and breakdown barriers	Governors to discuss and agree how to take this forward at a forum.	Lead Governor	TBC
	Buddying scheme for new governors	Governors to discuss and agree how to take this forward at a forum	Lead Governor	TBC
	Name plates in meeting	Completed		Completed
Identifying, and Feedback on, Issues	Improve way that information (hard and soft) is collated and triangulated strengthening feedback on issues raised	The Trust is reviewing all of its performance reports in light of the new standards from NHSi, this will give an opportunity to review how information is presented to the Council of Governors.	Director of Corporate Affairs Lead Governor	11 th August 2020

		Governors to develop a process for sharing soft intelligence, to be discussed and agreed at a forum		
	Develop an action log from the forum to ensure all concerns and issues raised are addressed and the loop is closed	Governors to develop an action log and track progress	Lead Governor	TBC
	Add the items raised in Forums to the CoG agenda as specific items	This will be done for all items which are appropriate to be discussed in a public meeting	Director of Corporate Affairs	February 2020
Improving Performance of Governors and Getting Feedback	Summarise governor activity, non-judgemental, recognising that not all governors do all things but useful to see what is being done	Governors to discuss and agree how to take this forward at a forum	Lead Governor	TBC
	Repeat one to one each year	Will be scheduled for Q3 2021	Director of Corporate Affairs	September 2020
Governor Culture	Concerns raised about the negativity of some governors and the behaviour displayed in meetings, some behaviours were disrespectful and not in line with the Trust Values.	Governors to discuss and agree how to take this forward at a forum	Lead Governor	TBC
	Some Governors were not very friendly to new starters which differed from view of the Trust in general which is considered very friendly	Governors to discuss and agree how to take this forward at a forum	Lead Governor	TBC