

**Council of Governors meeting**

<b>Subject:</b>	Appointment of an Associate Non-Executive Director		<b>Date:</b>	13 <sup>th</sup> August 2024	
<b>Prepared By:</b>	Sally Brook Shanahan, Director of Corporate Affairs				
<b>Approved By:</b>	Sally Brook Shanahan, Director of Corporate Affairs				
<b>Presented By:</b>	Sally Brook Shanahan, Director of Corporate Affairs				
<b>Purpose</b>					
To seek the Council of Governors agreement to recruit a new Associate Non-Executive Director with experience of Research and Innovation on the recommendation of the Governor Remuneration and Nominations Committee.			<b>Approval</b>	<b>X</b>	
			<b>Assurance</b>		
			<b>Update</b>		
			<b>Consider</b>		
<b>Strategic Objectives</b>					
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community
<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>Principal Risk</b>					
<b>PR1</b>	Significant deterioration in standards of safety and care				<b>X</b>
<b>PR2</b>	Demand that overwhelms capacity				<b>X</b>
<b>PR3</b>	Critical shortage of workforce capacity and capability				<b>X</b>
<b>PR4</b>	Failure to achieve the Trust's financial strategy				<b>X</b>
<b>PR5</b>	Inability to initiate and implement evidence-based Improvement and innovation				<b>X</b>
<b>PR6</b>	Working more closely with local health and care partners does not fully deliver the required benefits				<b>X</b>
<b>PR7</b>	Major disruptive incident				<b>X</b>
<b>PR8</b>	Failure to deliver sustainable reductions in the Trust's impact on climate change				<b>X</b>
<b>Committees/groups where this item has been presented before</b>					
Governor Remuneration and Nominations Committee 23 <sup>rd</sup> July 2024					
<b>Acronyms</b>					
CoG = Council of Governors EMCRN = East Midlands Clinical Research Network					
<b>Executive Summary</b>					
The Trust Board received the presentation of the Research and Innovation Performance and Annual Strategy Update Report 2023/24 at its meeting held on 4 <sup>th</sup> April 2024. The report included the following <b>performance metrics</b> in relation to R&I activity:					
<ul style="list-style-type: none"> <li>As at April 2024, 5840 participants recruited into research studies compared to 2745 this time last year.</li> <li>69 studies on the SFH portfolio, two of which are commercial with two more in the pipeline awaiting approval.</li> <li>Confirmed £441,181.66 EMCRN 6 months budget for 2024/25. Commercial income 2023/24 to date £71,337.48</li> <li>91% of participants Agree/Strongly Agree their participation in research has been valued.</li> <li>90% of participants would consider taking part in research again.</li> </ul>					
The presentation also included an update on the Trust's Research Strategy 2022-2027 focussed on the <b>Year 1 &amp; 2 Priority Objectives</b> :					

**Progress:**

1.1 Collaboration with EMCRN and commercial sponsors to increase commercial research opportunities including those noted above and a further 19 commercial studies applied for.

1.2 Streamlined the set-up process for faster delivery. 100% of new studies opened.

**Place:**

2.1 Open a new Clinical Research Facility at Kings Mill Hospital in 2024 for early phase clinical trials of new drugs, devices, and diagnostics- New space identified.

2.2 Host the Nottinghamshire Mobile Research Unit to deliver place-based research in our community- Hosted on-site in November 2023 with plans to develop our own more accessible unit in the future to meet the priority guidelines, in providing research into hard-to-reach communities.

**People:**

3.1 Further develop the role of the Research Academy and research opportunities for SFH staff. 4 enrolled in the last 12 months.

3.2 Invest in our management workforce to ensure a sustainable future for research and future developments. Study support Manager post commenced in October 2023. Lead Clinical Academic Research NMAHP post commenced January 2024. Providing leadership for nurse, midwifery, and allied health professional-led research and the academic education agenda across the Trust.

**Partnerships:**

4.1 Increase academic and industry partnerships to maximise mutual benefits from collaboration. Evolve joint working with primary care- secured funding for SFH/primary care research link post.

As the Trust does not currently have a primarily Research focussed Non-Executive Director, the discussion also encompassed the potential for the recruitment of an additional Non-Executive Director with Research and Innovation experience to further strengthen the Board and support its Research Strategy in particular, noting in particular the enormous potential for research and innovation to support the mitigation of health inequalities and in the recruitment and retention of clinical staff for whom research initiatives and opportunities enhance the Trust's status as an employer of choice.

In order to facilitate recruitment amongst research professionals, particularly those without Board level experience, it was proposed to the Governor Remuneration and Nominations Committee that the Trust advertises for an Associate Non-Executive Director. The Associate NED role is a 'step up' position aimed to attract potential Non-Executive Director candidates who do not yet have sufficient board-level experience but otherwise have the knowledge and skills in the field of Research. Without a mandatory requirement for Board level experience, it was noted the opportunity would be open to a broader range of candidates. The need for the Board to support the developmental component to the opportunity to enable the successful candidate to build their personal and professional capability and bridge knowledge gaps, including around the NHS was also noted. It was recognised that ultimately this should equip the candidate to become a full non-executive director in the future and thereby contribute to succession planning.

It was pointed out that the Associate Non-Executive director remuneration will be set below that of the full Non-Executive Director roles (Currently £13K p.a.) to reflect the fact it is a developmental position.

Following discussion at the Governor Remuneration and Nominations Committee it was agreed to recommend the recruitment of a new Associate Non-Executive Director with a Research skillset to the Council of Governors at its meeting on 13<sup>th</sup> August 2024.

**Recommendation:** That the Council of Governors agrees to the recruitment of a new Associate Non-Executive Director with a Research skillset.