

Aly Rashid



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UN-CONFIRMED MINUTES of the Board of Directors meeting held in Public at 09:00 on Thursday 2nd February 2023 in the Boardroom, King's Mill Hospital

Present:	Claire Ward Graham Ward Barbara Brady Steve Banks Manjeet Gill Andrew Rose-Britton Andy Haynes Paul Robinson Phil Bolton Shirley Higginbotham Rob Simcox Richard Mills David Ainsworth Rachel Eddie	Chair Non-Executive Director Non-Executive Director Non-Executive Director Non-Executive Director Non-Executive Director Specialist Advisor to the Board Chief Executive Chief Nurse Director of Corporate Affairs Director of People Chief Financial Officer Director of Strategy and Partnerships Chief Operating Officer	CW GW BB SB MG ARB AH PR PB SH RS RM DA RE
In Attendance:	Sue Bradshaw Jessica Baxter Andrew Marshall Paula Shore Kerry Bosworth Amy Gouldstone Jacqueline Read Donna Bowler	Minutes Producer for MS Teams Public Broadcast Deputy Medical Director Director of Midwifery Freedom to Speak Up Guardian People Wellbeing Lead Head of People Partnering and People Operations teams Associate Director of People Resourcing	AM PS KB AG JR DB
Observers:	Sue Holmes Linda Dales Shantell Miles Caroline Kirk Claire Page 4 members of the public	Lead Governor Appointed Governor Director of Nursing and Deputy Chief Nurse Communications Specialist 360 Assurance	
Apologies:	David Selwyn	Medical Director	DS

Non-Executive Director



Item No.	Item	Action	Date
23/030	WELCOME		
1 min	The meeting being quorate, CW declared the meeting open at 09:00 and confirmed that the meeting had been convened in accordance with the Trust's Constitution and Standing Orders.		
	The meeting was held in person and was streamed live. This ensured the public were able to access the meeting. The agenda and reports were available on the Trust Website and any members of the public watching the live broadcast were able to submit questions via the live Q&A function.		
23/031	DECLARATIONS OF INTEREST		
1 min	There were no declarations of interest pertaining to any items on the agenda.		
23/032	APOLOGIES FOR ABSENCE		
1 min	Apologies were received from David Selwyn, Medical Director, and Aly Rashid, Non-Executive Director.		
	It was noted Andrew Marshall, Deputy Medical Director, was attending the meeting in place of David Selwyn.		
23/033	MINUTES OF THE PREVIOUS MEETING		
1 min	Following a review of the minutes of the Board of Directors meeting in Public held on 5 th January 2023, the Board of Directors APPROVED the minutes as a true and accurate record.		
23/034	MATTERS ARISING/ACTION LOG		
1 min	The Board of Directors AGREED that actions 18/583.1, 18/615, 18/652, 18/653 and 23/009 were complete and could be removed from the action tracker.		
23/035	CHAIR'S REPORT		
1 min	CW presented the report, which provided an update regarding some of the most noteworthy events and items over the past month from the Chair's perspective, highlighting the 'Step into the NHS' recruitment event hosted by the Trust in partnership with West Notts College. CW expressed thanks to the governors for their work and the support they provide to the Trust.		
	The Board of Directors were ASSURED by the report		



00/000	CHIEF EVECUTIVE'S DEPORT	Articles from	indation irust
23/036	CHIEF EXECUTIVE'S REPORT		
3 mins	PR presented the report, which provided an update regarding some of the most noteworthy events and items over the past month from the Chief Executive's perspective, highlighting the pressures faced recently by the Trust, plans for a Community Diagnostics Centre at Mansfield Community Hospital and plans to expand theatres and operating capacity at Newark Hospital.		
	PR noted NHS England (NHSE) have recently published their delivery plan for urgent and emergency care services, which included announcements of some additional beds and ambulances. PR advised the resources announced are included in the Integrated Care Board (ICB) allocations for 2023/2024.		
	The Board of Directors were ASSURED by the report		
2 mins	Integrated Care System (ICS) Update		
	DA presented the report, highlighting the resetting of priorities for 2023/2024, the work of the Mansfield Place Board and Health Scrutiny Committee approval for the Targeted Investment Fund (TIF) bid for expanding theatres at Newark Hospital.		
	The Board of Directors were ASSURED by the report		
23/037	2022/2023 STRATEGIC PRIORITIES QUARTER 3 UPDATE		
10 mins	DA presented the report, advising all the strategic priorities have been assigned to an executive lead and are tracked by the relevant subcommittee. It was noted the rating for one indicator, namely 'successfully implement and optimise the use of Electronic Prescribing and Medicines Administration (EPMA)' has declined. However, there are no areas of concern.		
	CW sought further information in relation to the Digital Strategy. AM advised in terms of digital funding, the Trust is at the behest of NHSE to revitalise the bid going forward. However, work is in progress to look at how the digital future of the Trust can be improved and to move forward with digital maturity. PR advised he and DS had recently met with the national programme leads for the Electronic Patient Record (EPR) rollout and they are supportive of the Trust's rollout and implementation plans.		
	PB advised the rollout of EPMA into ED had been paused during the recent critical incident due to the pressures faced. However, EPMA has been rolled out in peripheral areas and there are plans to roll out into ED on 8 th February 2023.		
	SB queried if the Digital Strategy is seen as a key enabler, running through quality and patient outcomes, and how is it getting the impetus within the strategy work to ensure it is an integral part, as opposed to a stand-alone project.		



	DA advised the Trust has a Digital Strategy Group which helps ensure digital is integral to everything the Trust does. The Digital Strategy will feature as part of the Trust's future strategic direction. DA acknowledged the Digital Strategy is not yet in written form. This will take followed up with the Strategy Group.		
	Action		
	 Confirm when the Digital Strategy will be available in written form 	DA	02/03/23
	GW advised EPR is a major transformational project which will need to go through a number of stages. There is a need to get processes right and the Trust should start to look at process changes now, ahead of implementation.		
	PR advised the Trust is developing a new 5 year strategy. Implementation of EPR is an important step forward, but it is not the end of the journey. EPR implementation will be within 1-2 years of the 5 year strategy and what the future state will 'look like' and the benefits of implementation will be in the latter part of the 5 year strategy.		
	SB sought clarification regarding the governance arrangements for the Digital Strategy Group. PR advised the group reports into the Executive Team and to the Board of Directors via the Chief Executive's report. RM advised the Group will report into the Finance Committee for any specific investments.		
	SH advised an update in relation to the Digital Strategy is due to be presented to the Board of Directors in June 2023.		
	MG felt for future years it would be useful to include inputs and outcomes in the updates presented to the Board of Directors as this will help identify and assess the impact of actions.		
	The Board of Directors were ASSURED by the report		
23/038	STRATEGIC OBJECTIVE 1 – TO PROVIDE OUTSTANDING CARE		
11 mins	Maternity Update		
	PS joined the meeting		
	Safety Champions update		
	PB presented the report, highlighting the Service User Voice, Safety Champions walkarounds, Ockenden and Kirkup singular assurance framework, Care Quality Commission (CQC) draft report and SCORE cultural survey.		
	MG queried what PS and PB felt should be the main area of focus for improvement, risks or opportunities.		

PS felt this should be how the Trust communicates out to all areas, noting there are a variety of dependencies within the community and the national picture is very different to the local picture. There is a need to increase awareness of the risks related to pre-term births, for example smoking, and to help women understand why they may not be able to stay at SFHFT if they deliver pre-term.

PB noted maternity is a big agenda and the streamlining of some of the 'asks' would help. PB advised he welcomed the introduction of the joint oversight framework. PS advised this will be a single reporting portal. Currently the Trust reports to multiple external bodies. The single assurance framework will reduce duplication.

The Board of Directors were ASSURED by the report

Maternity Perinatal Quality Surveillance

PB presented the report, highlighting Friends and Family Test recommendation rate and commencement of the elective caesarean section list.

CW welcomed the elective caesarean section list and sought clarification if this has caused any displacement of the gynae lists and what impact this has had. RE advised this was reviewed carefully before the decision was made. Gynae and general surgery are affected but the impact is low. The main impact will be for patients lower down the list but it will not impact on the trajectory for long waits and will not impact cancer and urgent pathways. This is an interim plan, pending introduction of a substantive caesarean section list from April 2023. The recruitment to support that is underway and is on track.

SB noted postpartum haemorrhage appears to be a worsening trend and sought clarification if it is a worsening position or if it is being measured more accurately.

PS advised the Trust is undertaking some work with the regional team. The first aspect of the care bundle which has been introduced relates to monitoring blood loss and how this is measured. Historically blood loss is generally underestimated and, therefore, there has been an increase. It is hoped this will settle. A risk assessment tool has also been introduced. Therefore, it is unclear which of the two changes has caused the difference. In addition, the Trust is currently working on two databases. All cases are reviewed and no harm has been identified. As part of the harms review, length of stay, percentage haemoglobin drop, etc. are looked at. All possible steps are being taken to improve the position. It was noted the national auditable standard is due for review.

SB sought clarification if the situation will 'settle' at the new higher level. PS advised this will be the benchmark figure, i.e. below the threshold.

The Board of Directors were ASSURED by the report

PS left the meeting



	NHS Foundation		
23/039	STRATEGIC OBJECTIVE 2 - TO PROMOTE AND SUPPORT HEALTH AND WELLBEING		
17 mins	Freedom to Speak Up (FTSU)		
	KB joined the meeting		
	KB presented the report, highlighting consistent engagement, people profile of concerns raised, themes identified, learning and triangulation, Speak Up Month and updates to the FTSU Policy.		
	ARB queried if there is any further support the Board of Directors can provide. KB advised FTSU is growing and developing. KB feels she has access points when she needs them, noting DA is a FTSU Champion, which will help leaders who come forward with a concern.		
	BB noted how the agenda is maturing and how KB uses intelligence and works with the People Team to get triangulation in relation to what issues are live and what work needs to be done. RS advised he has an open dialogue with KB and this has extended across the wider team. There is a wider pool of FTSU champions, which is testament to how KB wants to take the agenda forward.		
	MG queried what KB felt is the positive maturity over the last two years and if there is anything for the Board of Directors to tackle. KB advised consistent themes relate to how individuals interact with their line manager. This raised the question if there is assurance the people the Trust puts into line management positions have the skills and mindset to navigate the early conversations in Speaking Up and respond appropriately. This message has been taken to developing and evolving leaders through educational and training programmes. There is a need to ensure the offer is put to everyone who is in a line management position.		
	PR advised KB has good executive support from DA, RS, SH and himself. PR advised he has regular catch-up meetings with KB, during which any thematic issues are raised. These meeting also provide the opportunity to discuss anything which is required to support KB in her role. PR acknowledged the role KB has played in growing the number of FTSU champions. KB advised the Trust has good reserves of champions, noting taking on the role helps colleagues' personal development.		
	RM noted concerns are being raised by students, noting the steps taken to ensure students feel Speaking Up is for them as well as the substantive workforce. Students are the future workforce and it is important to learn from them. RM queried if there is anything further the Trust can do in terms of the teams who interact with students to enhance their experience. PB advised while FTSU is new for students, there are many other forums for them to raise concerns, providing lots of mechanisms to gather information. It is important to ensure all information is triangulated.		
	The Board of Directors were ASSURED by the report		
	KB left the meeting		



23/040	STRATEGIC OBJECTIVE 5 - TO PROIDE BETTER VALUE	
3 mins	2023/24 Planning Guidance update	
	DA presented the report, advising the planning guidance was received on 23 rd December 2022. It was noted the ICS are required to make the submission on behalf of the whole system by 30 th March 2023, with draft plans required by 23 rd February 2023. The Trust has a process in place to feed the Trust's activity and performance, workforce and financial information into the ICS plan submission. It was noted the Trust has submitted the initial draft plans within the requirements of the ICS timelines.	
	The Board of Directors were ASSURED by the report	
23/041	STAFF STORY – IT'S OK NOT TO BE OK	
11 mins	AG and JR joined the meeting	
	AG and JR presented the Staff Story, which highlighted the wellbeing support available to staff, noting the message 'It's OK not to be OK' and to ask for help when required.	
	CW expressed thanks to Justin, the member of staff featured in the video, for opening up and sharing his story.	
	PR expressed thanks to AG, JR and their team for providing the necessary support to colleagues, noting it is important for colleagues to feel supported. PR felt it was humbling to hear a senior member of staff, and staff governor, being able to speak about vulnerability.	
	GW felt it was a powerful video, from a member of staff who most colleagues would not think would be in the position of needing help. GW noted Justin recognised he reached the point of needing some help and he reached out. He has been able to talk about his experience. It is important to get the message across to staff to help people recognise early when support is required, to look for that support and to know support will be forthcoming.	
	ARB advised he found the video moving and humbling, noting it needs to be shared as widely as possible with staff. AG advised the video will be shared, noting it shows the importance of reducing the stigma of asking for help. Justin feared asking for help would stifle his career, but it has made him a stronger and better person and leader.	
	AG and JR left the meeting	
23/042	SINGLE OVERSIGHT FRAMEWORK (SOF) QUARTERLY PERFORMANCE REPORT	
30 mins	QUALITY CARE	
	PB highlighted serious incidents, falls, Covid-19 outbreaks and dementia.	
	AM highlighted Hospital Standardised Mortality Ratio (HSMR).	



Siletv	NHS Fo	undation Trust
SB noted the measures highlighted are RAG rated (Red, Amber, Green) as Red. However, most of these are within the upper and lower limits on the Statistical Process Control (SPC) charts. SB queried if this is an indication about how indicators are measured.		
RM advised this may be similar to the discussions in relation to tolerance and target for the Board Assurance Framework (BAF). BB advised RAG ratings are a crude measure, which do not pick up on the 'direction of travel'. GW felt there may be a need to look more at the SPC process. AH advised consideration also needs to be given to the targets which are set.		
PR advised a review of the indicators used and how these are shown in the SOF can be undertaken.		
Action		
 Review the indicators used and how they are shown in the SOF to give clarity on the 'direction of travel' 	SH	06/04/23
PEOPLE AND CULTURE		
RS highlighted sickness absence, appraisals, employee relation cases and flu and Covid vaccinations.		
GW noted the sickness absence level of 5.3% for Q3, advising 1% equates to in excess of £1m per annum. There is a need to maintain focus on this to ensure as much as possible is being done to address this issue. GW acknowledged the actions the Trust are taking, noting there is also the need to recognise the pressures faced by staff. While the Trust's position is good compared to peers, there is a need for the rate to be as low as possible from both a financial and quality of care perspective.		
MG noted the vacancy rate is 5.6% and requested a deep dive report be presented to the People, Culture and Improvement Committee.		
Action		
Deep dive into the vacancy rate to be presented to the next meeting of the People, Culture and Improvement Committee	RS	06/04/23
DA highlighted the number of Quality Improvement (QI) projects.		
PR advised the Trust has established an improvement faculty.		
BB queried if the correct metric is being measured in the SOF in relation to QI projects. PR advised the metrics and targets were agreed in March 2022 and the Trust continues to report against those. The SOF is currently under review for 2023/2024 reporting and this indicator will change.		



TIMELY CARE

RE advised the Trust has been on Opel 4 for the majority of Q3 and there have been four critical incidents. In the Winter Plan it was predicted Q3 would be busy. However, the numbers have exceeded those which were planned for. It was noted the indicators on the emergency care pathway have declined. However, the Trust still benchmarks well regionally and nationally, particularly for ambulance handover times.

There has been an impact on the elective programme due to the pressures on emergency care. It was noted the 78 week wait trajectory was slightly off track at the time of writing the report. However, this position is improving and the prediction is for zero 78 week waiters by the end of March 2023. The Trust has agreed to offer additional mutual aid to Nottingham University Hospitals (NUH) to support them in achieving the 78 week target and to equalise the very long waits across the system.

The cancer pathway is on trajectory and the Trust is outperforming other organisations for the faster diagnosis standard. It was noted the 62 day backlog is down to 63 patients, which is the best position this year.

GW felt the Trust's performance for ambulance turnaround times was exemplary. In terms of bed base planning, GW queried if this is being looked at strategically as an ICS and Place Based Partnership (PBP), noting the need to look at where beds are best positioned for the short, medium and longer term.

RE advised this is not yet the position as an ICS. From an organisational perspective the opportunity to see the bed model at such an early stage is positive, noting this is highlighting that the configuration is not yet correct between acute beds at King's Mill Hospital and sub-acute beds at Newark Hospital and Mansfield Community Hospital. In addition, the split is not right between divisions and there is a bottleneck in assessment unit capacity, which is impacting flow.

In terms of the wider system, there was a discussion at the Provider Collaborative workshop on 27th January 2023 in terms of starting to consider how organisations can work together on out of hospital capacity. Every organisation is taking a slightly different approach to this and there is value in looking at this more holistically as a system. Discussions are in their infancy, but are progressing in the right way.

BEST VALUE CARE

RM outlined the Trust's financial position at the end of Month 9.

ARB confirmed there had been an in depth discussion about the Trust's financial position at the recent meeting of the Finance Committee.

The Board of Directors CONSIDERED the report



23/043	BOARD ASSURANCE FRAMEWORK (BAF)	
6 mins	PR presented the report advising all the principal risks (PR) have been discussed by the relevant sub committees. In addition, the BAF in its entirety is subject to quarterly review by the Risk Committee. The changes, and amendments which have been made, are highlighted in the report.	
	There are three risks, namely PR1, Significant deterioration in standards of safety and care, PR2, Demand that overwhelms capacity and PR4, Failure to achieve the Trust's financial strategy, where the current risk rating is above the tolerable risk rating.	
	BB advised the Quality Committee had a robust discussion regarding the ratings for PR1 and PR2. The Committee took the decision to recommend increasing the rating for PR2.	
	SH noted the discussions at Quality Committee, advising the same rigour needs to be applied when considering reducing the ratings. When the strategic priorities for 2023/2024 are agreed, there may be a need to consider how the principal risks are worded and how they are scored.	
	PR advised there is a need to take a step back and consider if the BAF reflects where the Trust is as an organisation and if it reflects where the focus is for plans, discussions and strategies.	
	ARB confirmed the Finance Committee had an in depth discussion in relation to PR4.	
	The Board of Directors REVIEWED and APPROVED the Board Assurance Framework	
23/044	APPLICATION OF THE TRUST SEAL	
1 min	SH presented the report, advising in accordance with Standing Order 10 and the Scheme of Delegation, which delegates authority for application of the Trust Seal to the directors, the Trust Seal was applied to the following documents:	
	 Seal number 100 was affixed to a document on 18th January 2023 for Keir Construction Ltd. The document related to the repair and upgrade of firestopping installation (Keir project number 036356). 	
	The Board of Directors APPROVED the Use of the Trust Seal number 100	
23/045	EXTERNAL WELL-LED RECOMMENDATIONS, PROGRESS REPORT	
9 mins	SH presented the report, advising there were 15 recommendations from the Well-led review undertaken in March 2022. The report provides progress against those recommendations, noting 11 are complete and four remain outstanding, for which progress reports are provided.	



SH highlighted Recommendation 8: The FTSU Guardian and Guardian of Safe Working Hours should capture data by gender and ethnicity where possible to allow for additional analysis, themes and trends. It was noted this information is included in the FTSU reports to the Board of Directors. However, the system used to collate the Guardian of Safe Working Hours report does not have the facility to record ethnicity and gender data, which would mean a manual investigation for each exception report, which would be very time consuming. This data is included in the Medical Workforce Report. Therefore, agreement was sought for this recommendation to be closed.

SB noted the context for the recommendation was to highlight any groups being disadvantaged and sought clarification if the information provided in the Medical Workforce Report provide the same insights. SH advised it may not, but there are other methods where the information can be identified, which are not necessarily through the Guardian of Safe Working report.

RS advised it is important to recognise FTSU is sometimes anonymous information which is provided. Therefore, it is not possible to get the level of detail from the information individuals are willing to disclose. This makes the process of obtaining the data difficult and requires manual intervention, which brings into question the reliability of the data being provided. There are other data sources, particularly for the Guardian of Safe Working, as reports are completed through a system and can be tracked to an individual. However, there are some caveats which may question the reliability of the data.

AH felt there is a need to ensure all staff have the opportunity to come forward and there is no disadvantage in relation to gender, ethnicity, etc. If this information is not captured through FTSU Guardian and Guardian of Safe Working Hours reports, it needs to be captured elsewhere. RS advised the information is captured where possible, noting FTSU can be anonymous.

SB felt Recommendation 8 is a low risk recommendation and the actions required to fully implement it are disproportionately high. However, there is a need to look for other ways to ensure people are not disadvantaged. SH advised the Trust makes use of the Equality, Diversity and Inclusion (EDI) networks.

The Board of Directors AGREED Recommendation 8 should be closed, but with a review to take place in 6 months' time to ensure the data is monitored.

Action

 Recommendations from the external well-led report to be reviewed in 6 months, including ensuring data in relation to gender and ethnicity is monitored

MG noted the recommendation for outcomes of quality improvement projects to be celebrated through the Trust's services and sought an update in relation to this.

SH 03/08/23



	DA advised as part of closing down 2022/2023 and setting up the Quality Improvement Faculty to go live from April 2023, there will be the opportunity to look back at the QI projects undertaken and to celebrate those, while thanking the people involved.	
	The Board of Directors were ASSURED by the report	
23/046	ASSURANCE FROM SUB-COMMITTEES	
10 mins	Audit and Assurance Committee	
	GW presented the report, highlighting implementation of internal audit recommendations, governance survey, register of interests, non-clinical policies and procurement.	
	The Board of Directors were ASSURED by the report	
	Quality Committee	
	BB presented the report, highlighting the Getting It Right First Time (GIRFT) programme, cancer services, water quality, deep dive looking at 3 rd and 4 th degree tears and the Maternity Incentive Scheme submission.	
	The Board of Directors were ASSURED by the report	
	Charitable Funds Committee	
	SB presented the report, highlighting the Supporting Colleagues Psychological Safety project and interim fundraising appeal.	
	The Board of Directors were ASSURED by the report	
	Finance Committee	
	ARB presented the report, highlighting monthly finance report, financial planning and budgeting and review of BAF risks.	
	The Board of Directors were ASSURED by the report	
	People, Culture and Improvement Committee	
	MG presented the report, highlighting review of BAF risks, review of Committee Terms of Reference, annual report and effectiveness report, Workforce Plan, People, Culture and Improvement Strategy, EDI agenda and junior doctors experience feedback.	
	The Board of Directors were ASSURED by the report	
23/047	OUTSTANDING SERVICE – WORKING IN PARTNERSHIP TO HELP PEOPLE STEP INTO THE NHS	
9 mins	DB joined the meeting	
	A short video was played highlighting the work with West Notts College relating to recruitment, particularly the recent careers showcase event held at the college.	



	DB left the meeting	
23/048	COMMUNICATIONS TO WIDER ORGANISATION	
1 min	The Board of Directors AGREED the following items would be distributed to the wider organisation:	
	 Freedom to Speak Up Staff Story – wellbeing support Recognition of response to the urgent care demands Success of the 'Step into the NHS' careers event Concerns about the Trust's financial position 	
23/049	ANY OTHER BUSINESS	
	No other business was raised.	
23/050	DATE AND TIME OF NEXT MEETING	
	It was CONFIRMED the next Board of Directors meeting in Public would be held on 2 nd March 2023 in the Boardroom, King's Mill Hospital.	
	There being no further business the Chair declared the meeting closed at 11:30.	
23/051	CHAIR DECLARED THE MEETING CLOSED	
	Signed by the Chair as a true record of the meeting, subject to any amendments duly minuted.	
	Claire Ward	
	Chair Date	



23/052	QUESTIONS FROM MEMBERS OF THE PUBLIC PRESENT		
2 mins	CW reminded people observing the meeting that the meeting is a Board of Directors meeting held in Public and is not a public meeting. Therefore, any questions must relate to the discussions which have taken place during the meeting.		
	CW advised a comment had been received via the Q&A function on the live broadcast in relation to the use of acronyms. CW reminded members of the Board of Directors to provide an explanation of the acronym if one is used. In addition, a list of useful acronyms will be added to the Trust website.		
	Action		
	List of acronyms to be added to the Trust website alongside the Board of Directors reports	SH	02/03/23
23/053	BOARD OF DIRECTOR'S RESOLUTION		
1 min	EXCLUSION OF MEMBERS OF THE PUBLIC - Resolution to move to a closed session of the meeting		
	In accordance with Section 1 (2) Public Bodies (Admissions to Meetings) Act 1960, members of the Board are invited to resolve:		
	"That representatives of the press and other members of the public be excluded from the remainder of this meeting having regard to the confidential nature of the business to be transacted, publicity on which would be prejudicial to the public interest."		
	Directors AGREED the Board of Director's Resolution.		