**Members’ Council Meeting - 9th February 2012**

**Recommendation from the Members’ Council Remuneration and Nominations Committee regarding the re-appointment of 2 Non-Executive Directors of the Trust Board**

**Introduction**

The Members’ Council Remuneration and Nominations Committee met on 24th January 2012 to consider the proposal to re-appoint 2 Non-Executive Directors for a further period of 3 years.

The Non-Executives in question are:

Anne Grocock

Mike Bellamy

Both Anne and Mike have been Non-Executive Directors with the Trust since February 2009 and during that time have provided a significant contribution to the Trust. Attached to this briefing are their profiles which outline the experience they bring to the Trust and more specifically the work they have been associated with over the last 3 years.

Given that they have contributed greatly to the organisation it was proposed to the Committee that their appointment be extended for a further period of 3 years.

**Consideration by the Members’ Council Remuneration and Nominations Committee**

The Committee carefully considered the attached information and supplemented this further with questions to the Chairman and Chief Executive. Following which, the Committee were in agreement that the proposal to extend the appointment of Anne Grocock and Mike Bellamy for a further 3 years was supported as a recommendation to go to the full Members’ Council.

**Recommendation**

The recommendation of the Members’ Council Remuneration and Nominations Committee is that Anne Grocock and Mike Bellamy be re-appointed as Non-Executive Directors of the Trust Board for a further 3 years with effect from the 1st February 2012.

**Members Council Remunerations and Appointments Committee – 24th January 2012**

**Proposals to extend the appointment of Non Executive Directors of the Trust**

Background information to support the decision to extend the appointments of Anne Grocock for a further 3 year term.

**Anne Grocock**

Anne has been a Non-Executive Director of the Trust Board since February 2009. She has been a committed member of the Board in all areas and is a regular contributor at a number of sub-committees including Audit Committee, Integrated Governance Committee and Remuneration Committee.

In addition, Ann also has responsibility as Chair of the Charitable Funds Committee and has been actively involved on executive appointments panels, Disciplinary Appeals panels and Project Boards.

Anne takes her role seriously as do all Non-Executives and she especially invests time in undertaking informal visits to clinical areas. These have included in the last 12 months alone, Warnford Hospital, Littlemore, Boundary Brook House, Salisbury, Marlborough and Wantage.

Her activities within the Audit Committee have seen scrutiny on payroll performance as well as supporting and encouraging the counter fraud team to develop greater awareness amongst staff on fraud issues and improving response times where the Counter Fraud Specialist reports on specific cases.

As Chair of the Charitable Funds Committee she has led the review on how these funds are managed including the risks to which the Trust may be exposed in this area. This has resulted in the development of an associated risk register. Anne has also influenced the investment management of our charitable funds and improved significantly our relationships outside this committee i.e. OPCT, OUH and the CHO fundraisers.

As with all Non-Executives, Anne is prepared to challenge the executive on their plans for the Trust and has done so across a range of initiatives including the acquisition of CHO, development of the Trust Strategy, the levels of bank and agency expenditure and reviews of SIRIs. This has resulted in improved planning and performance in each of these areas and thereby providing the Board with appropriate assurance.

It is clear from her contribution that her specific skills and experience i.e. general management, audit and staff wellbeing and support have been brought very much to bear. This is turn is having a positive impact in the operation of the Trust Board.

**Recommendation**

In light of the contribution Anne makes to the Trust it is recommended to the Committee that her appointment be extended for a further 3 years with effect from the 1st February 2012.

**Members Council Remunerations and Appointments Committee – 24th January 2012**

**Proposals to extend the appointment of Non Executive Directors of the Trust**

Background information to support the decision to extend the appointments of Mike Bellamy for a further 3 year term.

**Mike Bellamy**

Mike has been a Non-Executive Director of the Trust Board since February 2009. He has been a committed member of the Board providing a challenge to executives on most areas of the Trust’s business. His previous experience includes 18 years as a NHS Chief Executive, has carried out projects for the World Health Organisation, National Patient Safety Agency and Healthcare Commission (now the CQC). Mike has also been a Non-Executive on the Board of the Blood Services Authority and Buckinghamshire NHS Trust.

Within the Trust, he is a member of the Integrated Governance Committee which combines particularly well with his role as Lead Non-Executive Director for Leading Improvements in Patient Safety Group and the Emergency Planning Group. In addition he is also a member of the Mental Health Act Panel and SIRI Review Panel.

Part of the Non-Executive role is to provide advice and support to the executive team on areas where they have particular expertise and experience. Mike has brought his knowledge of people management issues and patient safety to good effect. He regularly offers advice on improving the Trust’s performance on the annual staff survey and reviewing the quality reports received by the Board to improve the information and understand more clearly associated trends.

Mike has had a particular impact with regard to improvements in the Trust’s performance on CPA whilst at the same time he has also supported improvements to the SIRI reporting to ensure themes and shortcomings are being identified and that appropriate actions are being taken forward.

In addition Mike also goes on visits to clinical services with executive directors to observe the work in these areas which enhances understanding of the issues staff face in delivering patient care. This has an impact in his ability to challenge plans being put forward by executive’s at the Board to ensure these plans have a positive outcome for patients.

Mike is a keen advocate for greater collaboration of working with carers and has been able to voice this clearly at Board meetings influencing our approach to carer involvement. He has also been very involved in ensuring that dementia (also a national initiative) gains a high profile within the work associated with the Mental Health Division and at the Board.

Information provided and discussed at the Board needs to be of a high standard and Mike has been instrumental in steering the executives focus on establishing information systems which identify variability of performance between front line teams. This is now being used to support the Trusts move towards zero based budgeting.

Given the contribution Mike is making within the organisation it s recommended to the Committee that his appointment be extended for a further 3 year term with effect from 1st February 2012.