

## BOARD OF DIRECTORS MEETING

- meeting held in public –

##### Friday, 30 November 2018

**09:00 – 12:05**

**Unipart Conference Centre**

**Unipart House, Garsington Road, Cowley, Oxford OX4 2PG   
(for Sat Nav OX4 6LN)**

## Agenda

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|  |  | Indicative Time |
| 1. Welcome and Apologies for Absence[[1]](#footnote-1) | MGH | 09:00 |
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| **INTRODUCTORY ITEMS** |  |  |
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| 1. Declarations of Interest (paper – BOD 134/2018)  * *To receive and confirm Directors’ interests* | MGH | 09:00 |
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| 1. Minutes and Matters Arising of the Board of Directors’ meeting held on 31 October 2018 (paper – BOD 135/2018)  * *To confirm the Minutes of the meeting and report on matters arising* | MGH | 09:00 |
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| 1. Report on Council of Governors’ Meeting on 22 November 2018 (oral update)  * *To note and for assurance against medium BAF risk 4.3 (engagement with membership, patients and public)* | MGH | 09:10 |
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| **CHIEF EXECUTIVE, PERFORMANCE/OPERATIONS AND WORKFORCE** | | |
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| 1. Chief Executive’s Report (paper – BOD 136/2018)  * *To discuss and note for assurance against extreme BAF risk 4.1 (system delivery) and high BAF risk 4.2 (partnership working)* | SB | 09:15 |
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| 1. Performance Report and operational perspective (paper – BOD 137/2018)      * *To discuss and note for assurance against high BAF risks 1.1 (quality standards) and 6.1 (incomplete and inaccurate data and records)* | DH/  MW | 10:00 |
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| 1. Human Resources Report (workforce performance) (paper – BOD 138/2018)  * *To note actions being taken, discuss concerns and note for assurance against extreme BAF risks 5.1A (workforce planning) and 5.1B (recruitment and retention)* | TB | 10:20 |
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| **SAFETY & QUALITY** |  |  |
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| 1. Inpatient Safer Staffing (Nursing) (paper – BOD 139/2018)  * *To note actions being taken, discuss concerns and note for assurance against extreme BAF risks 5.1A (workforce planning) and 5.1B (recruitment and retention) and high BAF risk 1.1 (quality standards)* | RA | 10:30 |
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| 1. Quality and Safety Report: Patient Experience (paper – BOD 140/2018)  * *To note for information and assurance against high BAF risk 1.1 (quality standards)* | RA | 10:40 |
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| **PATIENT EXPERIENCE PRESENTATION** |  |  |
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| 1. Patient Story (presentation)  * *To receive, comment and note for assurance against medium BAF risks 4.3 (engagement with membership, patients and the wider public) and 5.2 (organisational development and leadership)*   *The patient/staff stories presented to Board may have certain details anonymised to protect individuals’ confidentiality; permissions have been granted.* ***Presenters attend in good faith to share their experiences and would prefer that any personal details which may, however, be shared are not then taken away by members of the public in attendance.*** | RA | 10:55 |
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| **FINANCE & GOVERNANCE** |  |  |
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| 1. Finance Report (paper – BOD 141/2018)  * *To note and for assurance against extreme BAF risks 2.3 (financial exposure) and 2.4 (CIP and financial sustainability)* | MMcE | 11:10 |
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| 1. Freedom to Speak Up Guardian report (paper – BOD 142/2018)  * *To note and for assurance against extreme BAF risk 5.1b (pressure on staff)* | TB/ MMcE | 11:20 |
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| 1. Constitution review (paper – BOD 143/2018)  * *To approve and for assurance against medium BAF risk 2.1 (effective governance)* | KR | 11:30 |
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| **STRATEGY & PARTNERSHIP** |  |  |
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| *No separate items* |  |  |
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| **REPORTS/RECOMMENDATIONS FROM COMMITTEES** | | |
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| 1. Updates from Committees:    1. Charity Committee meeting on 04 September 2018 (paper – BOD 144/2018)    2. Audit Committee meeting on 11 September 2018 (paper – BOD 145/2018)    3. Quality Committee meeting on 12 September 2018 (paper – BOD 146/2018) and on 14 November 2018 (oral update); and    4. Finance & Investment Committee meeting on 13 September 2018 (paper – BOD 147/2018) and on 15 November 2018 (oral update)  * *To receive and for assurance against medium BAF risk 2.1 (governance arrangements)* | MGH  BG  JAsb  CMH | 11:40 |
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| 1. Any Other Business and confirmation of any changes to strategic risks[[2]](#footnote-2) | MGH | 11:55 |
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| 1. Questions from observers | MGH | 12:00 |
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| Meeting Close |  | 12:05 |
| Date of next meeting:  Thursday, 31 January 2019 | | |

1. Apologies received: Mark Hancock, Medical Director; and Chris Hurst, Non-Executive Director [↑](#footnote-ref-1)
2. The Trust’s Strategic Risks in the Board Assurance Framework are:

   EXTREME RISKS (net/residual basis)

   2.3. [*Description updated following Board Seminar discussion 12 September 2018*]Risk of **financial exposure** (including, but not limited to, through non-delivery of **CIP** savings, failure to realise **productivity** gains, constraints of **block contracts** in the context of increasing levels of **activity and demand** and the impact of historic and/or ongoing **underfunding of mental health** services *may lead to*: failure to deliver the Trust's financial plans; additional scrutiny and intervention by NHS Improvement; insufficient cash generation to fund future capital programmes; and failure to deliver health outcomes in particular in relation to achievement of the Mental Health Five Year Forward View

   2.4 [*Description updated following Board Seminar discussion 12 September 2018*]Risk of **non-delivery of CIP** savings and **difficulty in maintaining financial sustainability** or being able to offset the **annual deflator** including, but not limited to, through: relatively high levels of efficiency already achieved; the cumulative impact of underfunding of mental health services combined with increasing demand and activity; increasing complexity of conditions; and inability to recruit and/or retain staff to match demand with capacity

   4.1. [*Description updated following Board Seminar discussion 12 September 2018*]Failure of the **Health and Social Care Systems** in which we work to act together to deliver **integrated care**, maintain **financial equilibrium** and **share risk** responsibly *may impact adversely* on the operations of the Trust and compromise service delivery, especially during **transition to Integrated Care Systems** and from internal models of delivery to **new ways of working in alliance and partnerships**

   5.1A [*Description updated following Board Seminar discussion 12 September 2018*] Insufficient or ineffective **planning** for current and future **workforce requirements** (including number of staff, skillmix and training) *may lead to*: impaired ability to deliver the quantity of healthcare services to the required standards of quality; and inability to achieve the business plan and strategic objectives

   5.1 B [*Description updated following Board Seminar discussion 12 September 2018*] Inability to **recruit** to vacanciesor to **retain** permanent staff *may lead to*: the quality and quantity of healthcare being impaired; **pressure on staff** and decreased resilience, health & wellbeing and staff morale; over-reliance on **agency staffing** at high cost/premiums and at a potential increased risk of incidents and poorer patient outcomes; and **loss of the Trust’s reputation as an employer of choice**

   HIGH RISKS (net/residual basis)

   1.1. Failure to: (i) meet consistently **quality standards** for clinical care; (ii) address variability across quality standards; or (iii) reconcile conflicting quality standards or guidance, will result in poorer outcomes for patients and poorer patient safety and experience

   1.2. Failure of service models to deliver an **integrated care pathway** may mean that the individual needs of patients, including those with special needs and/or disabilities, are not met and that patients are not provided with appropriate access to, and transfer between, services

   1.3. Failure to **manage change effectively** may compromise: (i) quality and safety for patients during the **transition** from current to future **service models**; and (ii) **staff morale and wellbeing** during periods of transition, including during internal **restructurings/organizational change**, which may lead to staff being unable to deliver on objectives or drive quality improvement and/or lead to difficulties retaining staff

   1.4. Failure to ensure **patients and carers** are involved in managing and **leading on their own care** could lead to compromising patient outcomes and not delivering sustainable health care

   * 1.5 Failure to care for **patients in an appropriate inpatient placement or environment**, due to bed pressures or absence of community or social care support, could lead to: compromising patient outcomes; patients and carers/families not having an excellent experience; and services falling below reasonable public expectations with ensuing publicity and criticism of the organisation and the wider Health & Social Care system.

   2.2. Ineffective **business planning** arrangements that do not integrate activities at all levels of the Trust may lead to: the Trust being in breach of regulatory and statutory obligations; the Trust failing to achieve its annual objectives and consequently being unable to meet its strategic objectives

   4.2. [*Description updated following Board Seminar discussion 12 September 2018*] Failure to work collaboratively and effectively with external **partners** and to ensure that **effective governance arrangements** are in place in partnerships and to support new ways of working may: compromise service delivery and stakeholder engagement; lead to poor oversight of risks, challenges and relative quality amongst partners; and put at risk the **Trust’s integrity, reputation and accountability** to its stakeholders and **credibility as a system leader and partner of choice**

   6.1. **Incomplete and inaccurate** **data and records**, both clinical and operational, may lead to: less effective planning and decision-making; lesser control over service safety and quality; lesser ability to drive improvements in safety, quality and productivity

   6.2. Failure to meet the key objectives of the project to replace the **Electronic Health Record** system may lead to: inaccurate patient records; inefficient use of clinicians' time; less safe and lesser quality of care; increased cost of operation through lost opportunities to improve productivity

   6.3 [*New risk following Board Seminar discussion 12 September 2018*] Failure to keep pace with evolving **cyber security** threats and to maintain mature cyber security controls and training may lead to: **cyber-attacks** which could compromise the Trust’s infrastructure and ability to deliver services and patient care; **data theft** and other business continuity risk events which could compromise patients and staff and lead to regulatory fines or sanctions; and failure to act as a **system leader with Global Digital Exemplar status**

   7.1. **Facilities** being unsuitable or unfit for purpose may lead to: increased risk to patient safety; lesser quality of care and patient experience; increased cost of operation; breach of statutory requirements

   MEDIUM RISKS

   2.1. Failure to put effective **governance** (both corporate and clinical) arrangements in place may lead to: poor oversight at Board level of risks and challenges; strategic objectives not being established or structures not in place to achieve those objectives; or appropriate structures and processes not in place to maintain the Trust's integrity, reputation and accountability to its stakeholders

   3.1. Failure to fully realise the Trust's **academic and Research and Development potential** may adversely affect its reputation and lead to loss of opportunity

   3.2. Failure to be sufficiently **innovative and leading edge** in its practice may lead to the Trust not being able to keep current contracts or realise its potential in a competitive market

   4.3. If the Trust does not proactively **engage** with its **membership, patients and the wider public** then this may compromise its ability to listen and respond to feedback, involve stakeholders proactively and communicate effectively and transparently

   5.2. [*Description updated following Board Seminar discussion 12 September 2018*] Failure to maintain a coherent and co-ordinated structure and approach to **succession planning, organisational development and leadership** development may jeopardise: the development of robust clinical and non-clinical leadership to support service delivery and change; the Trust becoming a clinically-led organisation; staff being supported in their career development and to maintain competencies and training attendance; staff retention; and the Trust becoming a "well-led" organisation under the CQC domain [↑](#footnote-ref-2)