St George's University Hospitals NHS
NHS Foundation Trust

MINUTES OF THE COUNCIL OF GOVERNORS (PUBLIC MEETING)

13th October 2016
Boardroom H2.6, St George's Hospital

Present:

Gail Adams (GA)
Sue Baker (SB)
Anneke de Boer (AdB)
Dr Patrick Bower (PB)
Jenni Doman (JD)
David Flood (DF)
Dr Frances Gibson (FG)
Mike Grahn (MG)
Douglas Guerrero (DG)
Will Hall (WH)
Hilary Harland (HH)
Kathryn Harrison (KH)
Robin Isaacs (RI)
Cllr Philip Jones (PJ)
Yvonne Langley (YL)
Derek McGee (DMG)
Doulla Manolas (DM)
Felicity Merz (FM)
Cllr Sarah McDermott (SM)
Jan Poloniecki (JP)

Sir David Henshaw, Chair (DH)
Prof Sir Norman Williams, Non-Executive Director (NW)
Gillian Norton, Non-Executive Director (GN)
Karen Charman, Director of Workforce & OD, (KC)
Paul Moore, Director of Quality Governance, (PM)
Hazel Tonge, Deputy Director of Nursing (HT)
Richard Coxon, Membership & Engagement Manager (RC) [minutes]

DRAFT

1. DH welcomed everyone and introduced Douglas Guerrero who has taken over from Brian Dillon as Healthwatch Merton representative. Apologies were received from Dr Tim Hodgson, Sarah Wilton, Sheila Eden, Dr Dagan Lonsdale, Simon Mackenzie, Mia Bayles, Stuart Gooden, Margaret Pratt, Dr Val Collington, David Kirk, Suzanne Banks and Jenny Higham.

2. **Declarations of Interest**

   None.

3. **Minutes of the last meeting**

   The minutes from the previous meeting on the 19th July 2016 were approved as an accurate record.

4. **Chair's Report**

   DH updated the meeting that the Nominations and Remuneration interview panel had met and unanimously agreed the appointment of three Non-Executive Directors; Gillian Norton who has been an interim NED with us for the past four months, Ann Beasley and Stephen Collier. An email from DH had been sent around last week with the candidate's biographical details seeking permission from Governors so that they could be invited to the Board Strategy away day yesterday. DH asked the Governors to now formally ratify the appointment of the three new NEDs. All Governors present agreed with the appointments with the exception of JP.

   JP asked for further clarification of the FPPT process and DH asked him to email him with his specific query.

   AGREED

5. **Performance & Quality Report**

   HT attended in SBs absence to update Governors on the Performance & Quality. All cancer national standards were met in July and STF trajectory standard was also met for the 62 day standard. The Trust is not meeting the RTT national standard and has seen an increase in the number of patients waiting 52+ weeks in comparison to previous month. Continued non-compliance against cancelled operations at last minute target. However, actual number of cancellations has seen a reduction in the last two months. COO is meeting with teams and monitoring on a daily basis. There has been a big increase in activity and clearing the back log and reducing waiting times.

6. **Workforce Report**

   KC presented the latest Workforce Report which shows positive changes in the right direction. Temporary staff costs are still rising which is being investigated but there

DRAFT

are no high instances of sickness absence. The use of e-rostering is being promoted especially for ward cover to ensure sufficient staff cover planning ahead.

DF stated that staff morale round the Trust is at rock bottom and staff feel they are being talked at by management and are not being engaged with. KC responded agreed that it was better for a personal approach with the executive team meeting staff face to face and listening to their concerns. She is encouraging the entire Board to go out and meet with staff and for executives to attend team briefings or 'back to the shop floor'. The Communications Team are sending out regular communications to staff to keep them updated on changes. Staff meetings with DH and SM are regularly taking place. DH agreed that staff engagement has not been good and suggested meeting with staff Governors and KC to discuss further.

ACTION

KC reported that the vacancy control panel is meeting weekly to approve recruitment for any vacancies around the Trust. Each post was looked at individually and whether there was a risk to the service.

7. Finance Report

DH updated the meeting that the Trust is looking to achieve a £34.8 deficit and heading towards £55m. By next year, 2017-18 we should be on track to break even if recovery continues and we are hitting targets.

8. Any other Business

None

9. Date of Next Meeting

The next meeting will be on the 19 January 2017 at 11am in Hyde Park Room.

DRAFT