

SPECIAL COUNCIL OF GOVERNORS
Thursday 22 September 2022
at 10.30 am

The meeting will be held via MS Teams (a meeting link has been circulated)

AGENDA

1	Apologies	David Jennings Chair	Verbal
2	Welcome and Introduction	David Jennings Chair	Verbal
3	To approve the minutes of the special meeting held on 14 th July 2022.	David Jennings Chair	Draft Minutes
4	To receive any declarations of interest	David Jennings Chair	Verbal
5	Appointment of Members of the Council of Governors' Nomination and Remuneration Committee	Phil Bellas Company Secretary	Report
6	Date of next meeting and Annual General and Members' Meeting 2022 (A schedule of dates has been circulated)		
7	<p>The Chair to move:</p> <p><i>"That representatives of the press and other members of the public be excluded from the remainder of this meeting on the grounds that the nature of the business to be transacted may involve the likely disclosure of confidential information as defined in Annex 9 to the Constitution as explained below:</i></p> <p><i>Any documents relating to the Trust's forward plans prepared in accordance with paragraph 27 of schedule 7 of the National Health Service Act 2006.</i></p> <p><i>Information which, if published would, or be likely to, inhibit -</i></p> <ul style="list-style-type: none"> <i>(a) the free and frank provision of advice, or</i> <i>(b) the free and frank exchange of views for the purposes of deliberation, or</i> <i>(c) would otherwise prejudice, or would be likely otherwise to prejudice, the effective conduct of public affairs.</i> 		

David Jennings
Chair
 13th September 2022

Contact: Phil Bellas, Company Secretary Tel: 01325 552001/Email: p.bellas@nhs.net

**MINUTES OF THE SPECIAL COUNCIL OF GOVERNORS' PUBLIC MEETING HELD ON
14TH JULY 2022 AT 2.00PM**

PRESENT:

Paul Murphy - Chair
Joan Aynsley - Public Governor, Durham
Gemma Birchwood - Public Governor, Selby
Mary Booth - Public Governor, Middlesbrough
Dr Martin Combs - Public Governor, York
Susan Croft - Public Governor, York
Dr Andrew Fairbairn - Appointed Governor, Newcastle University
Dominic Haney - Public Governor, Durham
Megan Harrison - Public Governor, Stockton-on-Tees
Dr Judy Hurst - Public Governor, Stockton-on-Tees
Audrey Lax - Public Governor, Darlington
Paul Leake - Public Governor, Durham
Heather Leeming - Staff Governor, Durham, Tees Valley and Forensics Care Group
Keith Marsden - Public Governor, Scarborough and Ryedale
Cllr Ann McCoy - Appointed Governor, Stockton Borough Council (Lead Governor)
Jacci McNulty - Public Governor, Durham
Alicia Painter - Public Governor, Middlesbrough
Jean Rayment - Public Governor, Hartlepool
Gillian Restall - Public Governor, Stockton-on-Tees
Graham Robinson - Public Governor, Durham
Kirsten Scothon - Public Governor, Durham
Zoe Sherry - Public Governor, Hartlepool
Stanley Stevenson - Public Governor, Hambleton and Richmondshire
Roger Tuckett - Public Governor, Hambleton and Richmondshire
Jill Wardle - Public Governor, Durham

IN ATTENDANCE:

Brent Kilmurray - Chief Executive
Phil Bellas - Company Secretary
Mike Brierley - Assistant Chief Executive
Ann Bridges - Director of Corporate Affairs and Involvement
Seannon Chambers - Legal Administrator
Hannah Crawford - Director of Therapies
Angela Grant - Corporate Governance Officer (CoG and Membership)
Jill Haley - Non-Executive Director
Donna Keeping - Corporate Governance Manager
Drew Kendall - Associate Director of Finance
John Maddison - Non-Executive Director
Jules Preston - Associate Non-Executive Director
Beverley Reilly - Non-Executive Director
Shirley Richardson – Deputy Chair / Senior Independent Director
Patrick Scott - Managing Director for Durham, Tees Valley and Forensics Care Group

22/32 APOLOGIES

Apologies for absence were received from:

Lynne Ackland - Public Governor, Durham
Tes Ahmed - Staff Governor, Corporate Directorates

Lee Alexander - Appointed Governor, Durham County Council
Rob Allison - Appointed Governor, University of York
Sarah Blackamore - Staff Governor, North Yorkshire, York and Selby Care Group
Sue Brent - Appointed Governor, Sunderland University
Emmanuel Chan - Staff Governor, Durham, Tees Valley and Forensics Care Group
John Green - Public Governor, Harrogate and Wetherby
Hazel Griffiths - Public Governor, Harrogate and Wetherby
Christine Hodgson - Public Governor, York
Lisa Holden - Public Governor, Scarborough and Ryedale
Carol Jones - Public Governor, Rest of England
Kevin Kelly - Appointed Governor, Darlington Borough Council
Jane King - Staff Governor, Durham, Tees Valley and Forensics Care Group
Joan Kirkbride - Public Governor, Darlington
Rachel Morris - Appointed Governor, Teesside University
Erik Scollay - Appointed Governor, Middlesbrough Council
Cllr Angus Thompson – Appointed Governor, North Yorkshire County Council
John Venable - Public Governor, Selby
Cllr Derek Wann - Appointed Governor, City of York Council
Judith Webster - Public Governor, Scarborough and Ryedale
Alan Williams - Public Governor, Redcar and Cleveland
Cllr Mike Young - Appointed Governor, Hartlepool Borough Council

Roberta Barker - Associate Non-Executive Director
Dr Charlotte Carpenter - Non-Executive Director
Dr Sarah Dexter-Smith - Director for People and Culture
Prof. Pali Hungin - Non-Executive Director
Dr Kader Kale - Medical Director
Elizabeth Moody - Deputy Chief Executive / Director of Nursing and Governance
Sharon Pickering - Assistant Chief Executive
Liz Romaniak - Director of Finance, Information and Estates/Facilities
Zoe Campbell - Managing Director for North Yorkshire, York and Selby Care Group

22/33 WELCOME

The Chair welcomed all attendees to the meeting, advising that it was the first for some Governors who had recently joined the Trust. New Governors in attendance were then invited by the Chair to identify themselves.

Two new members of the Board of Directors were introduced by the Chair. Deputy Chief Executive Mike Brierley and Director of Therapies, Hannah Crawford and it was noted that this was their first Council of Governors' meeting.

22/34 MINUTES OF PREVIOUS MEETINGS

Agreed – That, subject to an amendment to add Mr. P Scott to the attendance list, the public minutes of the last ordinary meeting, held on 12th May 2022, be approved as a correct record and signed by the Chair.

22/35 DECLARATIONS OF INTEREST

Mr. Tuckett declared that he was the Interim Chair of a new group that had been created called Yorkshire Adult Autism Action Group.

No matters were raised which placed an impediment on Mr. Tuckett's ability to participate in the meeting.

22/36 PUBLIC ACTION LOG

Consideration was given to the Council of Governors' public action log. The Chair acknowledged that the number of outstanding actions was higher than he would have liked and appealed to his Executive colleagues to close off as many as possible, as soon as they could.

Mr Scott advised that:

- Minute 22/24 – the action relating to disabled facilities at Trust premises in Shildon, County Durham could be closed. An extensive programme of refurbishment had been undertaken to meet the requirements of a range of disabilities and enable access. This had included parking facilities, ensuite facilities on the ground floor and kitchen modifications. A paper had also been presented to a number of organisations, including Durham County Council.
- Minute 22/26 – an update on transitions for children. The approach had been refreshed since 2020 but as part of the new Care Group structure, clinical and operational expertise would also be drawn on going forward.

22/37 CHAIRS UPDATE

The Chair advised that it was both he and Mrs. Richardson's last Council of Governors' meeting and he provided a verbal update on site visits and events that they had attended across the Trust, since its last meeting.

He advised that:

- He and Mrs. Richardson had attended Directors' visits to Trust services.
- He had spent time in the Trust's Secure Inpatient Services (SIS) which had equated to about 10 days in the year. This had included attending a meeting of the Joint Tees Valley Health and Care Scrutiny Committee (minute 22/24-12/05/22 refers) at Roseberry Park Hospital where attendees later visited the Trust's Secure Inpatient Services. This event had gone very well and people had been very complimentary of the service. This positive feedback had been welcomed by the Trust.
- Visiting SIS had been a revelation for him. Visiting a number of times had resulted in patients and staff being quite open about issues that were important to them. Staffing was a concern, including issues with overtime and long shifts, however he had left with a feeling of optimism and had enjoyed the opportunity to hear from people. One staff member had said:

“Tell them the staffing pressures are very real – it was bad at the weekend, and as I was on call I had to come in and was here till 3.00 am on Saturday. But we know everyone is doing their best to solve the issue. Tell them that we can see the light at the end of the tunnel – and that we've got the fire in our bellies again.”

- He had spent the day with members of staff at the Armed Forces event in Scarborough, North Yorkshire, on 25th June 2022. It had been a fantastic day, speaking with members of the Armed Forces and the public. He had welcomed the opportunity to get closer to the people the Trust served. He also confirmed that a wreath would be laid by the Trust on the next Remembrance Day.

On behalf of the Governors, Cllr. McCoy thanked the Chair and Deputy Chair for their efforts and for doing a fantastic job in standing in when the previous Chair had left. She also added that staff would have appreciated the Chair visiting Secure Inpatient Services, considering the pressures the services had experienced.

22/38 CHIEF EXECUTIVE'S UPDATE

The Council of Governors received a verbal update from the Chief Executive on important topical issues that were of concern.

Mr. Kilmurray advised that:

- It had been lovely to see new faces, as well as more familiar ones, at the meeting and welcomed new Governors.
- With regards to senior staffing:
 - Mr. Brierley had joined the Trust as the new Assistant Chief Executive, in place of Mrs. Pickering who was to retire that day.
 - Mrs. Zoe Campbell had now joined the Trust as the Managing Director for North Yorkshire, York and Selby Care Group, but as she was unwell, she had been unable to attend the meeting.
 - Dr. Kader Kale had joined as the new Medical Director but he had been interviewing for a vacancy for the new Director of Operations and Transformation for North Yorkshire, York and Selby Care Group and had been unable to attend the meeting. It was hoped that an announcement would be made regarding that vacancy the following week.
- The Making a Difference Awards had been relaunched and re-titled as the Star Awards. This was to acknowledge and show appreciation to Trust staff. He added that Governors were welcome to nominate staff if they wished and more information on the awards could be obtained from Mrs. Bridges.
- With regards to the Care Quality Commission (CQC), over the last few weeks, an unannounced inspection had been carried out in Adult Learning Disability (LD) Inpatient Services and re-inspections had been held in Child and Adolescent Mental Health Services (CAMHS) and SIS. These inspections would be spoken about in more depth in the private session of the meeting and the reports from those inspections were expected to be available within eight weeks.
- There had been a number of big changes in the NHS nationally. In particular, Clinical Commissioning Groups (CCGs) had been abolished and Integrated Care Systems (ICSs) and Integrated Care Boards (ICBs) had replaced them. These were new statutory organisations with a commissioning agenda for strategically planning services. Although there were a lot of changes, there were also exciting opportunities as more information was being provided about the agenda. There had been an increased role for providers, with a focus on partnership to shape and inform. There was also a focus on Mental Health and Autism Collaboratives.

22/39 GOVERNOR QUESTIONS AND FEEDBACK FROM EVENTS

A schedule of Governor questions and responses had been circulated prior to the meeting. It was noted that:

- Questions from Governors were welcome at any time, not just at Council of Governors' meetings.

- When submitting questions for Council meetings, Governors were encouraged to send them to the Trust as soon as possible in order that a detailed response could be provided prior to, or at, the meeting.
- Six questions had been received but some of the Governors who had sent in questions had not been able to attend the meeting. However, responses had been provided, or they would be provided as soon as possible.
- With regards to question 3 on the schedule, Mr. Kilmurray provided a verbal response in the meeting and advised that:
 - The question had related to the death of a young woman from North Yorkshire and correspondence written by the HM Coroner about that particular case.
 - The Board recognised that it needed to fully understand the significant and complex issues, and underlying themes, that had been identified in this case.
 - Multi-agency working would be essential going forward and a working group, led by Dr Steve Wright (previous interim Medical Director) had been established to focus on and respond to key issues raised by the coroner.
 - Key issues identified had included training and awareness raising of Autism, reasonable adjustments and co-working.
 - Autistic people had been, and would continue to be, included in the development and delivery of training.
 - Some issues regarding the case had related to North Yorkshire and York specifically. Different commissioning arrangements had been in place in North Yorkshire and York. In particular, with regards to diagnosis services which were not commissioned by the Trust.
 - In the Durham, Tees Valley and Forensics (DTV&F) Care Group, some timely work had been undertaken as part of the Community Transformation Programme (CTP). Autism awareness work was also being progressed. This included de-briefing, considering lessons learned and awareness raising training with a significant number of teams.
 - The Trust was considering how to take learning forward, with specific targeting in North Yorkshire and York.
 - The Trust had worked on its strategy as part of its Journey to Change and a key part of that had been focused on Our Clinical Journey.
 - In response to a question from Alicia about support for Autistic people with mental ill health, particularly those who would have benefitted from early intervention to prevent the need for mental health support from the Trust, Mr Kilmurray advised that working with social care partners was key to providing that support.
 - With regards to a question from Mr. Tuckett as to whether there had been any co-creation undertaken in setting up the working group led by Dr. Wright, he advised that the group had worked with the Autism Project but its main purpose had been to specifically focus on and respond to the key issues raised by the Coroner.

Mr. Tuckett expressed disappointment but Mr. Kilmurray advised that, as well as providing a response to the Coroner it had been essential to remain respectful to the family.

Mr. Tuckett stated that with regards to Autism Training, clause 181 of the Health and Social Care Act stated that any person involved in regulated activities would be required to have undertaken Autism awareness training and he had been surprised that there had been no mention of this in Mr. Kilmurray's response. He also added that the CQC would be interested in

competencies rather than training and queried whether the Trust measured the effectiveness of the training it delivered.

Mr. Kilmurray advised that the Trust had had a statutory duty in relation to Autism since 2014 but as part of the Autism Project, reasonable adjustments and training had been a key part of the Fundamental Standards and this was reflected in the Trust's Strategy. However, he would consider how the effectiveness of training could be demonstrated by the Trust. The direction of the Autism Project was not completely clear as it was not currently funded. However, it did provide support to the Trust in meeting its statutory duties.

Mr. Tuckett stated that few Trusts were doing enough in relation to Autism and there appeared to be a lack of transparency. He asked what more could be done to ensure the inclusion of people with lived experience.

Mr. Kilmurray stated that, although more could be done in relation to the Autism Project and the inclusion of more people with lived experience, the Trust was in a transitional period. However, in his new role as the Senior Responsible Officer for the Humber and North Yorkshire Mental Health, Learning Disability and Autism Collaborative he would be promoting co-creation. The right voices needed to be heard in order to ensure correct decisions were made and working together would be essential.

Mr. Tuckett stated that he looked forward to seeing co-creation in practice.

- Mrs. Wardle wished to thank Mrs. Hodgson for submitting her questions relating to Autism, and to Dr. Webb for her detailed response. However, as the mother of an adult son with Autism who had been in the Trust's services for 10 years; and who was in contact with staff at West Park Hospital in Darlington on a daily basis, she had been very surprised to hear that a pilot 'drop in' session for staff had been in operation there. She had not been convinced that staff at West Park Hospital were aware of the pilot and believed that many staff and patients could benefit from it. She wished to know how long the pilot would last, how many people were involved, how many people had access to it and how staff at West Park were told about its existence.

Mr. Kilmurray agreed to find out the answers to Mrs. Wardle's questions. He added that there was an opportunity for the Trust to consider how such sessions could be implemented Trustwide.

Action – Mr. Kilmurray

Mrs. Wardle advised that she and her family had seen a positive change in the awareness of Autism which had been pleasing to see, however, more needed to be done to improve the understanding of how a person's Autism affected their mental health. Standard approaches to mental health did not take into account traits that were commonly found in people who were Autistic when considering their mental health needs.

Mr. Kilmurray thanked Mrs. Wardle for the very important points she had made and agreed that there was still a lot of work left to do.

- Mr. Leake confirmed that he had been happy with the response he received to his question.

- A response to Mrs. Griffiths' question would be provided in due course and the Corporate Affairs and Involvement Directorate would be circulating that response to all Governors.

Action – Mrs. Bridges

- The response to the question from Mrs. Hodgson were noted and there was the opportunity for her to contact Ms. Campbell directly if she required any further information.
- Cllr. McCoy advised that the Chair of the Teeswide Safeguarding Adults Board would be inviting the Trust's Chair and Chief Executive to the meeting, in order to gain an understanding of the progress that had been made.
- Mrs Sherry advised that she would be submitting a question in writing regarding Hartlepool services, including clarification on where staff would be working from and how to contact them.

The Chair thanked Governors for their questions, contributions and for the good level of debate during the item.

22/40 GOVERNOR ENGAGEMENT

The Council of Governors received a verbal update from Mrs. Bridges on future Governor engagement. Other topics covered had included a theme for the Annual General and Members' meeting (AGM), future locality meetings and training and development for Governors. A schedule of potential Governor Development Day topics had been circulated prior to the meeting.

It was noted that:

- Mrs. Bridges was pleased to confirm that 70 nominations had already been received since the launch of the Star Awards, which were a celebration of the amazing contributions of Trust staff. The name had been changed as part of a re-branding process in the Trust to refresh the awards. She also confirmed that Governors, and others, would be involved in the judging process.
- The Trust's AGM was scheduled to be held on 27th September 2022 at Middlesbrough Football Club. However, the Annual Report and Accounts were still to be signed off so the date could be subject to change. As in previous years, it would be a half-day event with a guest speaker, an update from the Chief Executive and Chair of the Trust and a market place of stalls enabling attendees to gain information about Trust services. Later, a formal meeting would be held to present the Trust's Annual Report and Accounts. She had been very excited about the event and needed to consider what the theme of the AGM would be so that a guest speaker could be found. One idea for a theme had been 'Lived Experience and Patient Leadership' and she valued feedback from the Governors on this.
- Two Lived Experience Care Group Directors had been appointed and Governors would have the opportunity to meet them in due course. Chris Morton had been appointed as the Director for the Durham, Tees Valley and Forensics Care Group and Charles Nosiri as the Director for the North Yorkshire, York and Selby Care Group.
- With regards to Governor Development Days, potential dates were being explored for those and a schedule of potential topics for those days had been circulated to Governors. Suggested topics had been:

- The role of the Lead Governor
- The role of Non-Executive Directors (NEDs) and Associate NEDs
- Integrated Care Systems
- System changes and the role of Governors
- Systems update and equity of service delivery (what is provided where, and why)
- Code of Governance
- Buddying System
- Care Quality Commission (CQC) Update
- Role of the TEWW Chaplaincy Service

Mrs. Bridges confirmed that the content of those days had to be led by Governors. Contact had been made with leaders from the new Integrated Care Systems (ICSs) and they had confirmed they would be happy attend a development day to speak to Governors and explain the new systems, whilst answering any questions they may have.

- Mrs. Bridges wanted to provide Governors with an annual schedule of meetings, training and Directors' Visits.

Action – Mrs. Bridges

- It was hoped that a buddying system could be set up for Governors in the future.
- Any questions Governors may have with regards to engagement should be emailed to tevv.governors@nhs.net
- Mrs. Wardle asked whether a service user and carer forum in the Durham locality, stood down following the Trust's restructure, would be re-established. The attendance of key people at those meetings had been really useful and Mrs. Illingworth, Director of Operations for DTV had assured Governors it would remain.

Mrs. Bridges advised that locality meetings for Governors would be re-established quarterly for the two Care Groups and the Managing Directors and Care Group Directors for those groups would be invited to attend.

Action – Mrs. Bridges

- Mr. Robinson, Chairman of the Governors' Involvement and Engagement Committee, advised that he had not received a response from Mrs. Bridges following an email he sent to her.

Mrs. Bridges apologised for the oversight and not responding.

- An email would be sent to Governors regarding the Involvement and Engagement Committee meetings starting again and also the Governor Development Day topics.

Action – Mrs. Bridges

- Mr. Tuckett stated that he believed Governors primarily held a scrutiny role in holding the Board to account and he would not want to be a 'servant' of the Trust, simply relaying Trust messages and having the Trust decide how Governors organise themselves. He wished to know how Governors would get to a point where they could ask for what they want and how they would get that.

The Chair confirmed that there was no intention at all for Governors to be a 'servant' of the Trust and there had been a lot of debate nationally around how Governors could and should exercise their responsibilities.

Mrs. Hurst advised that a lot of co-working between the Governors and the Trust had been discussed in a Governor Induction held earlier that day for new Governors.

Cllr. McCoy added that a lot of work had been carried out in the past in relation to Governors holding to account and this would be considered again in the future.

The Chair agreed that it would be helpful to re-visit what had been discussed previously, rather than re-doing work that had already been done.

Mr. Tuckett advised that there had been some good suggestions about future approaches to engagement with Governors during the interviews for the Trust's new Chair. He considered that it would be beneficial for them to be shared with Governors.

Action – Mrs. Keeping

22/41 BOARD INTEGRATED PERFORMANCE DASHBOARD (IPD) REPORT

The Council of Governors noted the Board Integrated Performance Dashboard as at 30th April 2022.

In presenting the report, Mr. Brierley advised that:

- It was his fourth day in his new role as Assistant Chief Executive for the Trust. He had enjoyed meeting the Governors and looked forward to working with them.
- The dashboard had an integrated approach to quality and performance and focussed on how the Trust gained assurance and how to improve assurance. The new IPD had been developed to incorporate a set of measures aligned to the Trust's three strategic goals but some standards still needed to be identified.
- Information within the report had been taken from various data sources and provided information on how the Trust was doing overall.
- The version of the dashboard presented at the meeting was an example of how the new one would look. It had a monthly dashboard format with a more detailed quarterly report.
- Key areas of concern identified from the IPD were linked to the Trust's quality measurable standards and they were not where they wanted to be. Inpatient services had seen increased pressures with over 100% bed occupancy and some out of area placements.
- Sickness levels had still been impacted by Covid and were higher than he would have liked.
- The IPD would improve and be more populated going forward as more intelligence was gathered.
- Following a question from Mr. Marsden as to how there could be over 100% bed occupancy, he advised that, if a patient was on leave, their allocated bed could be used in their absence.

The Chair stated that it was a 'work in progress' but it was an improvement from the old-style report. In addition, it was better for lay people to understand. All Trusts were under pressure nationally and it was important to recognise that.

22/42 FINANCE REPORT

Governors received a Finance update as at 30th April 2022.

In introducing the report, Mr. Kendall advised that:

- He was the Associate Director of Finance and was presenting the report in the absence of the DoFI.
- The Trust had delivered an operational deficit of £0.9m, for the period ending 30th April 2022, which was in line with forecast expenditure.
- Capital expenditure as at 30th April 2022 had been £0.5m and was £0.5m less than planned.
- With bed pressures, including out of area beds, running costs and increased staffing, the Trust needed to get its cost base down.
- The good news was that cash position remained strong.

The Chair stated that, over the last six years, finance had featured little in discussions which had reflected good finance management in the Trust. However, through a combination of changes and with no increase in funding from the Government, Cash Release Efficiency Savings (CRES) were once again likely to be on the agenda but the Trust remained in a good financial position.

With regards to staffing costs, Mr. Leake asked how the Trust would navigate the staffing issues in Secure Inpatient Services and the effects of inflation.

Mr. Kendall advised that, as a Board, quality and safety were of paramount importance ahead of finance and Directors were focused on quality and patient safety as a priority.

The Chair reiterated this and thanked Mr. Kendall for a succinct report.

22/43 COUNCIL OF GOVERNORS' NOMINATION AND REMUNERATION COMMITTEE

Governors received a verbal update regarding the requirement to appoint a new member of the Council of Governors' Nomination and Remuneration (N&R) Committee. Mr. Emerson, who had been a public Governor of the Trust and a member of the N&R Committee had now left his Governor role. Other members of the Committee, Mr. Robinson and Mrs. Booth had their terms of office coming to an end in September 2022 and November 2022 respectively.

Mr. Bellas advised that the duties of the Council of Governors' N&R Committee were to:

- Oversee the appointment of the Chair and the Non-Executive Directors of the Trust
- Review the remuneration of the Chair and Non-Executive Directors (NEDs)
- Receive reports on the appraisals of the Chair and NEDs

The Trust was now seeking nominations from Governors to fill the vacancies on the Committee. It was noted that Mr. Robinson and Mrs. Booth were both eligible to be re-appointed and they had both expressed an interest in continuing in their roles.

Mr. Bellas advised that Governors would be sent a communication, inviting them to submit their nominations, however information on what experience they had in appointing senior management would be welcomed. NHS Providers provided training to members of the N&R Committee and successful members would be given the opportunity to take part in that.

Action – Mr. Bellas

22/44 DATE OF NEXT MEETING

The next meeting of the Council of Governors would be held on 15th September 2022 and it was likely that it would be held virtually.

22/45 CONFIDENTIAL RESOLUTION

Confidential Motion

“That representatives of the press and other members of the public be excluded from the remainder of this meeting on the grounds that the nature of the business to be transacted may involve the likely disclosure of confidential information as defined in Annex 9 to the Constitution as explained below:

Information relating to a particular employee, former employee or applicant to become an employee of, or a particular officeholder, former officeholder or applicant to become an officeholder under, the Trust.

Information relating to any applicant for, or recipient or former recipient of, any service provided by the Trust.

Information which, if published would, or be likely to, inhibit -

- (a) the free and frank provision of advice, or*
- (b) the free and frank exchange of views for the purposes of deliberation, or*
- (c) would otherwise prejudice, or would be likely otherwise to prejudice, the effective conduct of public affairs.*

The public session of the meeting closed at 3.20pm.

David Jennings
Chair

FOR GENERAL RELEASE

COUNCIL OF GOVERNORS

DATE:	22nd September 2022
TITLE:	Appointment of Members of the Nomination and Remuneration Committee
REPORT OF:	Phil Bellas, Company Secretary
REPORT FOR:	Decision

This report supports the achievement of the following Strategic Goals:	
<i>To co create a great experience for our patients, carers and families</i>	✓
<i>To co create a great experience for our colleagues</i>	✓
<i>To be a great partner</i>	✓

Report:	
1 Introduction:	
1.1	The propose of this report is to seek the Council of Governors' approval of appointments to its Nomination and Remuneration Committee.
2 Background:	
2.1	The Nomination and Remuneration Committee provides support to the Council of Governors in undertaking its statutory duties relating to the appointment and remuneration of the Chair and Non-Executive Directors.
2.2	The membership of the Committee includes four Governors. The present Governor members are as follows: <ul style="list-style-type: none"> • Mary Booth (to November 2022) • Graham Robinson (to September 2022) • Jill Wardle (to November 2024) <p>A vacancy on the Committee has existed since Gary Emerson retired from the Council of Governors in June 2022.</p>
2.3	The Council of Governors has previously indicated that members of the Committee should have experience in the appointment and appraisal of senior managers.
2.4	An email, seeking nominations for appointment to the three vacancies/pending vacancies on the Committee, was circulated to all Governors on 23 rd August 2022.
3 Key Issues	
3.1	Nominations to become members of the Committee were received from the following Governors by the closing date of 9 th September 2022: <ul style="list-style-type: none"> • Mary Booth • Paul Leake • Graham Robinson

3.2 Information in support of their nominations is provided in Annex 1 attached to this report.

Recommendations:

The Council of Governors is recommended to appoint the following Governors as members of its Nomination and Remuneration Committee with the terms of office indicated:

- Mary Booth to November 2025
- Paul Leake to September 2025
- Graham Robinson to September 2025

Information received in support of appointments to the Nomination and Remuneration Committee

(1) Mary Booth DipCOT; BSc.Hons; F.R.C.O.T (Fellow of Royal College of Occupational Therapists)

The recruitment of Non-Executive Board members and the Chair of the Trust are integral to the success of our values of respect, compassion and responsibility and our journey to change.

I am a Middlesbrough Public Governor for TEWV now in my third term. I would welcome the opportunity to continue my role as a governor on the COG Nomination and Remuneration Committee. During my current term I have been an active member of the committee, involved in all aspects of the committee's work.

I have significant prior experience of recruiting at a senior level over the course of my time in paid employment; and as a Board Member of the Royal College of Occupational Therapists and in my current role as Chair of STAMP a small mental health advocacy charity covering South Tees.

I will bring my knowledge, skills and experience to the committee working to ensure our leadership at this level embraces and supports our values and journey.

(2) Paul Leake

I have previously been a Non-Executive Director of one of TEWV's predecessors (CDDPS) so have a good idea about the expectations around NEDs, and their role. This included sitting on the trust Remuneration Committee chairing recruitment panels for senior medical leaders. I have also been a Durham City Councillor, member of scrutiny panels and chair of the Audit Overview Committee. a member of Durham University Council and college governor. I have been a (small) charity trustee and recruited senior staff members and new trustees.

I am the current Staff Side Chair for the both the NENC ICB Partnership Forum and the NECS Partnership Forum and therefore involved in the ICB senior management restructuring as part of its creation and creation of recruitment policy.

As a TEWV service user and carer, I am particularly keen to ensure that the recruitment and appraisal processes for NEDs properly reflects the needs for NEDs to properly understand and support lived experience leadership in line with TEWV strategy.

I have an excellent understanding in equality, diversity and inclusion via Partnership Forum work, trade union disability campaigning and recent qualification.

(3) Graham Robinson

When I was initially elected to the committee, I listened and watched rather than jump in with both feet and guns blazing.

The committee members are a great example for any newcomer and I learned so much and would love to press on to the next level.

I believe I've always responded as a team member and have always believed in such things as Governance, Standards of Public Life, Diversity, Integrity and Confidentiality.

Paramount is listening to the views of Governors.

As in many instances, Covid resulted in a lack of face-to-face meetings as we relied on Teams meetings to resolve issues in a forthright and pragmatic way as gave all committees.

This is necessary in such things as assessing the cost of living and pay awards as well as sitting on appointments of the Chair and NEDs. It is important and necessary work.

After ending my journalism career I worked in Local Government PR and Communications and was fully aware of N&R involving Councillors allowances.

With age comes experience and I am proud of being part of this committee at TEWV and hope you will accept me for a second term in office.