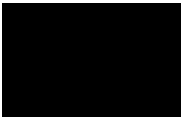
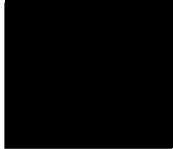

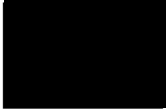
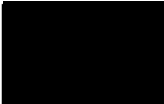
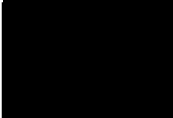


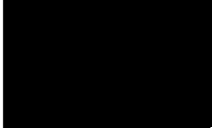
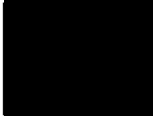
**MEETING OF THE PROVIDER LEADERSHIP COMMITTEE
THURSDAY 26 JANUARY 2017 at 11.00am**

**Snow, Wellington House, 133-155 Waterloo Road,
London, SE1 8UG**

AGENDA

- | | | | | |
|------------------------------|-------|--|---|-------------|
| 1. | 11.00 | Welcome and apologies | | (oral item) |
| 2. | | Declarations of interest
If any member of the Executive Committee has an interest in any of the items on the agenda they should declare this and, if necessary, withdraw from the meeting. | | (oral item) |
| 3. | | Minutes and matters arising from the meeting on 27 October 2016 (attached) |  | PLC/17/01 |
| NON-EXECUTIVE MATTERS | | | | |
| 4. | * | Quarterly overview of the work of the Non-Executive Appointments Team (attached) |  | PLC/17/02 |
| 5. | * | NHS Improvement Non-executive Directors support to provider chairs (attached) |  | PLC/17/03 |
| 6. | 11.05 | New Code of Governance and the arrangements for making appointments to the Boards and NHS Trusts (attached) |  | PLC/17/04 |
| 7. | 11.20 | Next steps for the NExT Director scheme (attached) |  | PLC/17/05 |
| 8. | 11.35 | Remunerating NHS Trust chairs and NEDs – a discussion paper (attached) |  | PLC/17/06 |

EXECUTIVE MATTERS

- | | | | | |
|-----|-------|---|---|-----------|
| 9. | * | Report on NHS Trust cases agreed by NHS Improvement Provider Leadership Committee & Sub-Committee (attached) |  | PLC/17/07 |
| 10. | 11.50 | Support and approval for 'managed moves' and remuneration in NHS Trusts and Foundation Trusts (attached) |  | PLC/17/08 |
| 11. | 12.20 | Items in correspondence (attached) | Board Secretariat | PLC/17/09 |
| 12. | | Any other business | | |
| 13. | 12.30 | Close | | |

To: Provider Leadership Committee

For meeting on: 26 January 2017

Agenda item: 4

Report by:



Report on: Quarterly overview of the work of the Non-executive Appointments Team

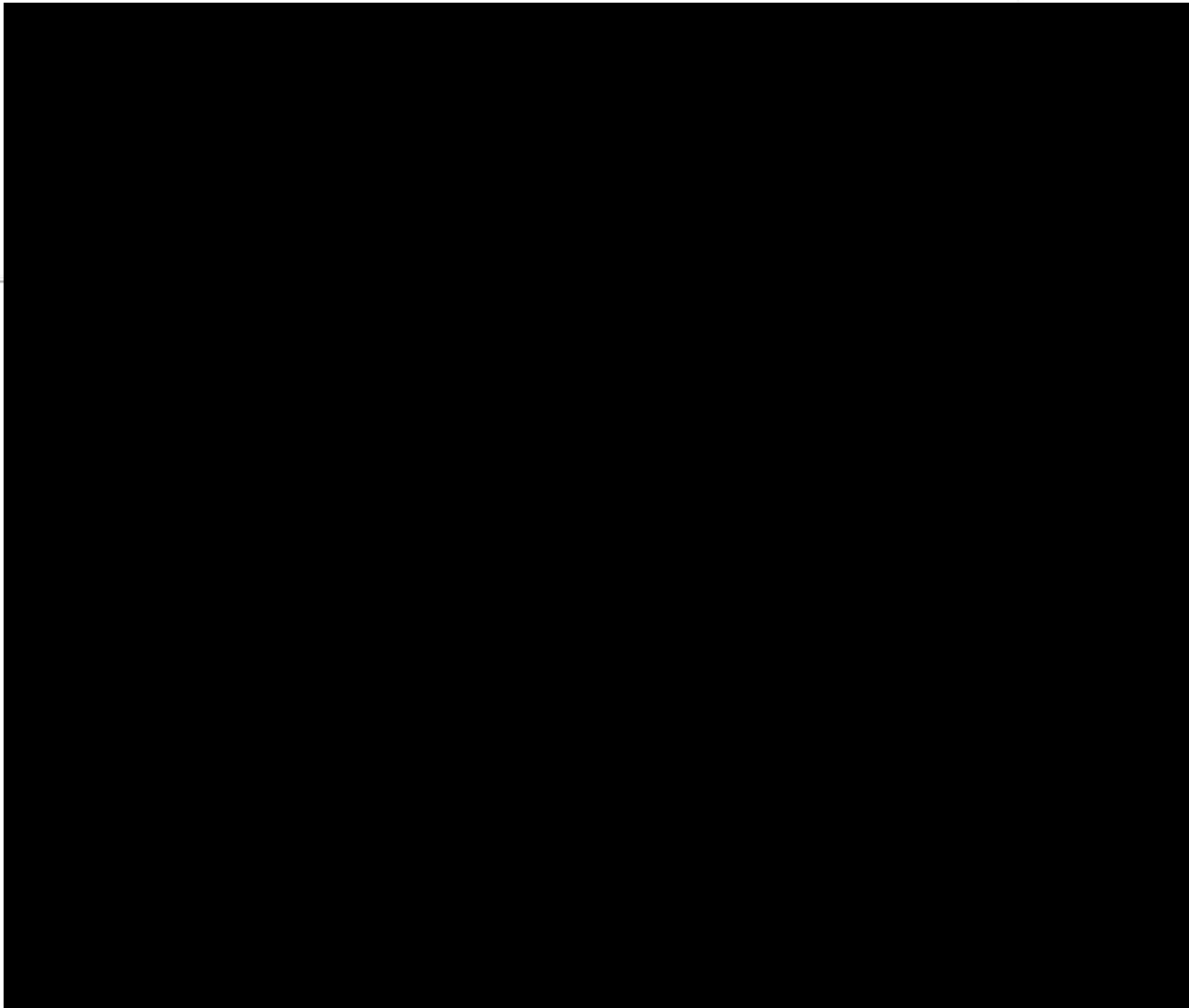
Introduction

1. The purpose of this paper is to inform the Provider Leadership Committee (PLC) of the work of the Non-executive Appointments Team (NAT) and to monitor the impact this has had on the overall diversity of the NHS trust non-executive community.

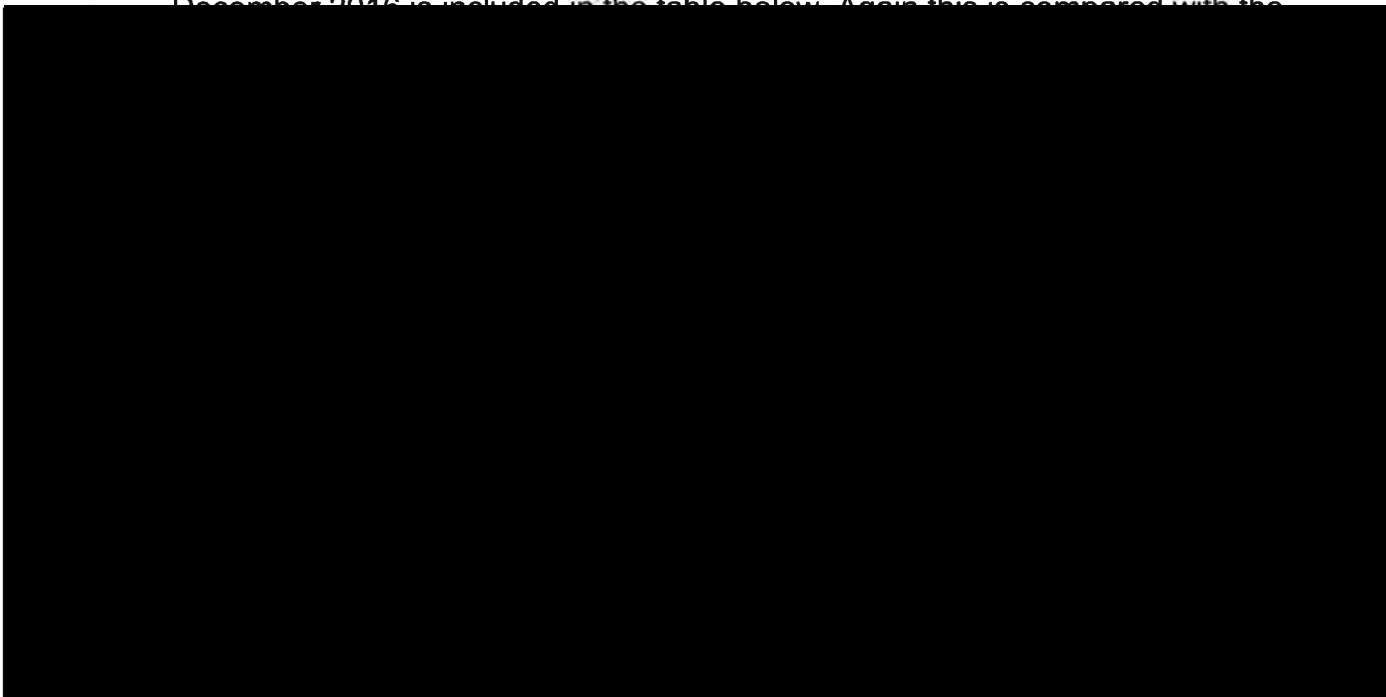
Appointment activity Q3 2016/17

2. The table below breaks down the number and types of appointments made by NHS Improvement's PLC and sub-committees up to the end of the third quarter of 2016/17:

Appointments made to NHS trusts end Q3 2016/17			
	Chairs (by the PLC)	NEDs (by the sub-committees)	Total
New appointments made	10	75	
Re-appointments made	16	108	
Sub total	26	183	215
NHS charity trustees			
		Trustees	
New appointments made		6	
Re-appointments		3	
		9	



5. An overview of the diversity of all those in post across the regions at 31 December 2016 is included in the table below. Again this is compared with the






Active recruitment campaigns

8. Work is currently underway to identify new chairs for the following NHS providers:

- Hull and East Yorkshire NHS Trust
- Maidstone and Tunbridge Wells NHS Trust
- Barts Health NHS Trust



10. A list of current NHS provider chairs is included at Annex A. It includes information on the terms of office and current rates of remuneration, where these are known, and is sorted by region so that it can be shared with other NHS Improvement NEDs with regional oversight. A full list of current and upcoming chair and NED vacancies is also included at Annex B.

NHS provider board membership and diversity survey

11. The NED Appointments Team recently launched the “NHS provider board membership and diversity survey”. This is the first comprehensive national survey of the composition and diversity of NHS provider boards, including information relating to a range of key protected characteristics.
12. The first stage of the exercise, to ask NHS provider board secretaries to provide details of the membership of their boards is now well underway, and 150 NHS providers have already responded. The outstanding 86 returns, which were due to have been returned by 7 December 2016, continue to be pursued. Progress is also being made on the second stage of the process; an individual email has been sent to all members of the boards giving them unique access to an on-line survey in which they will provide the more personal data being collected, in particular that related to their diversity.

Regional chair network events

14. Details of the chair networking events held in Q3 are provided in the table below:

Region	Date	Number of attendees	Overall feedback score (< 5)	Comments
North	5 th Oct	27	N/A	Online survey not completed by participants. Moved to paper version for future events.
South	24 th Oct	29	3.82	
Midlands & East	8 th Dec	36	3.56	

15. As demonstrated above, feedback about these events continues to be very positive, with chairs valuing in particular the opportunity to network with other Chairs and hear from NHSI. Future events will be arranged every 3 – 4 months

through the rest of 2017. Details of the events arranged to date are provided in the table below:

Region	Date and board attendees
London	16 th February 2017 (to be attended by Ed Smith, Jim Mackey and Sigurd Reinton)
Midlands & East	26 th April 2017 (to be attended by Ed Smith and Sarah Harkness)
North	19 th January 2017 (to be attended by Caroline Thomson)
South	2 nd March 2017 (to be attended by Richard Douglas)

NED induction events

16. NHS Providers are now running 2 day induction events for newly appointed NEDs of all provider organisations. The first such event took place on 12/13 January 2017, with further dates confirmed throughout the year. Feedback from the January event is not available at the time of writing, but will be reviewed to ensure that NEDs are able to access an effective national induction programme within six months of being appointed.

Board Development sessions

17. NHS Improvement commissioned NHS Providers to a number of board development sessions events as set out in the table below:

Topic	Date(s) of event	Number of attendees and location	Overall feedback score (< 5)
Developing an effective unitary board	3 rd Nov & 6 th Dec	11 - Leeds 20 - London	4.5
Recovering and maintaining performance	8 th Nov	21 London	4.1
Delivering transformational change	15 th Nov & 1 st Dec	20 - Birmingham 22 - London	4.1
From "needs Improvement" to "good"	12 th Dec	25 Birmingham	3.7

Update on remuneration issues

18. The PLC asked to be kept informed of requests made to the Secretary of State for Health (SofS) to increase the remuneration paid to individual NHS Trust chairs. In November the Department of Health was asked to consider requests

to increase the level of remuneration payable to available to new Chairs of two Trusts in special measures:

- [REDACTED] from £40,00 up to £50,000 pa
- Princess Alexander Hospital NHS Trust (PAH) from £21,105 up to £37,500 pa

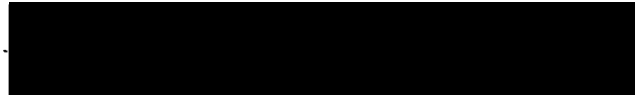


To: Provider Leadership Committee

For meeting on: 26 January 2017

Agenda item: 9

Report by:



Report on: Report on NHS Trust cases agreed by NHS Improvement
Provider Leadership Committee & Sub-Committee

Purpose

1. The Provider Leadership Committee are asked to note the content of this paper which outlines the NHS Trust pay & severances cases that have been submitted to NHS Improvement for consideration over the past three months and have been reviewed by the Provider Leadership Committee and sub-Committee.

Issue

2. During the period **1 October 2016 to 31 December 2016** the Provider Leadership Committee and its sub-committee have approved a total of **47 cases**. These are broken down in the table below:

Type of issue	Number of cases agreed
Compulsory Redundancy	2
MARS Schemes	3
MARS Leaver	1
Non Contractual Severances	2
Contractual severances	16 *
VSM Pay Cases	14
VSM Salary above £142,500	13
Retire and Return	1
Off Payroll Board Engagements	2

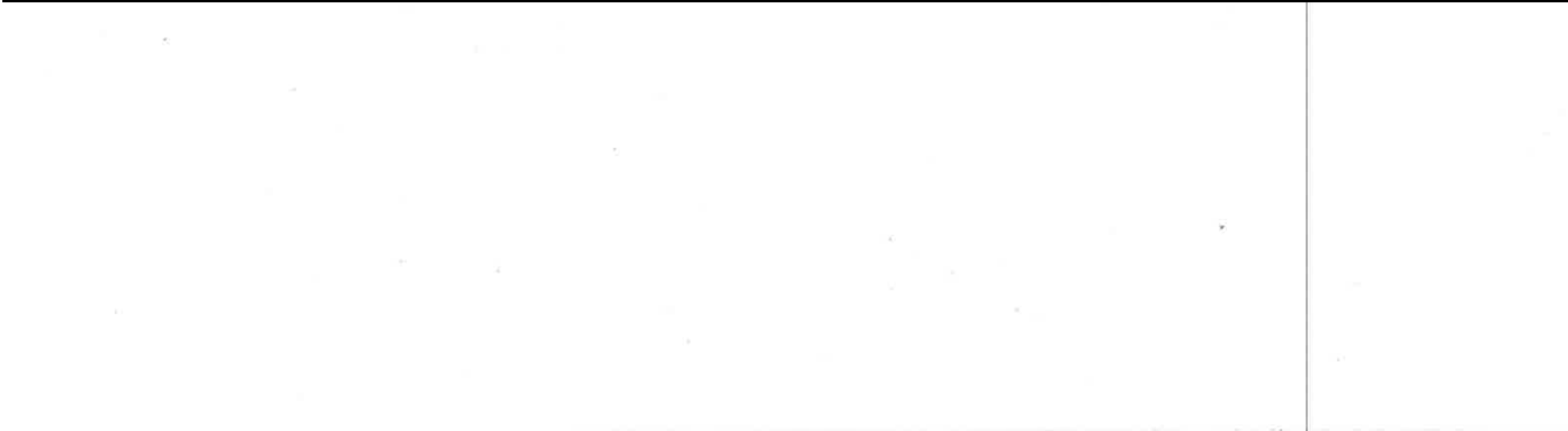
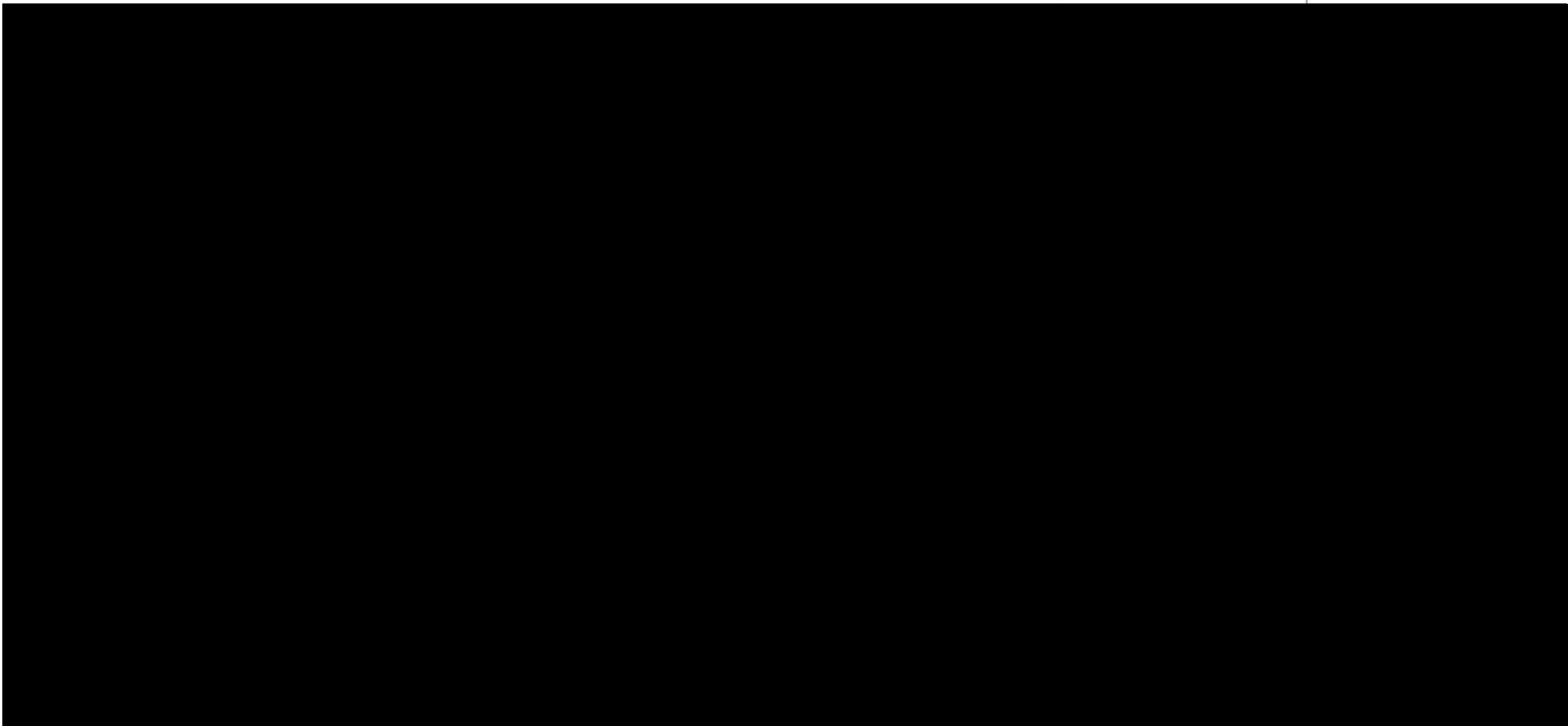
3. * Owing to problems combining data onto the NHS Improvement system, an additional 7 Contractual Severance cases that were agreed by the full Provider Leadership Committee were missed from the previous quarter's report. These are included as the first 7 highlighted cases on the spreadsheet. We have now rectified this problem.

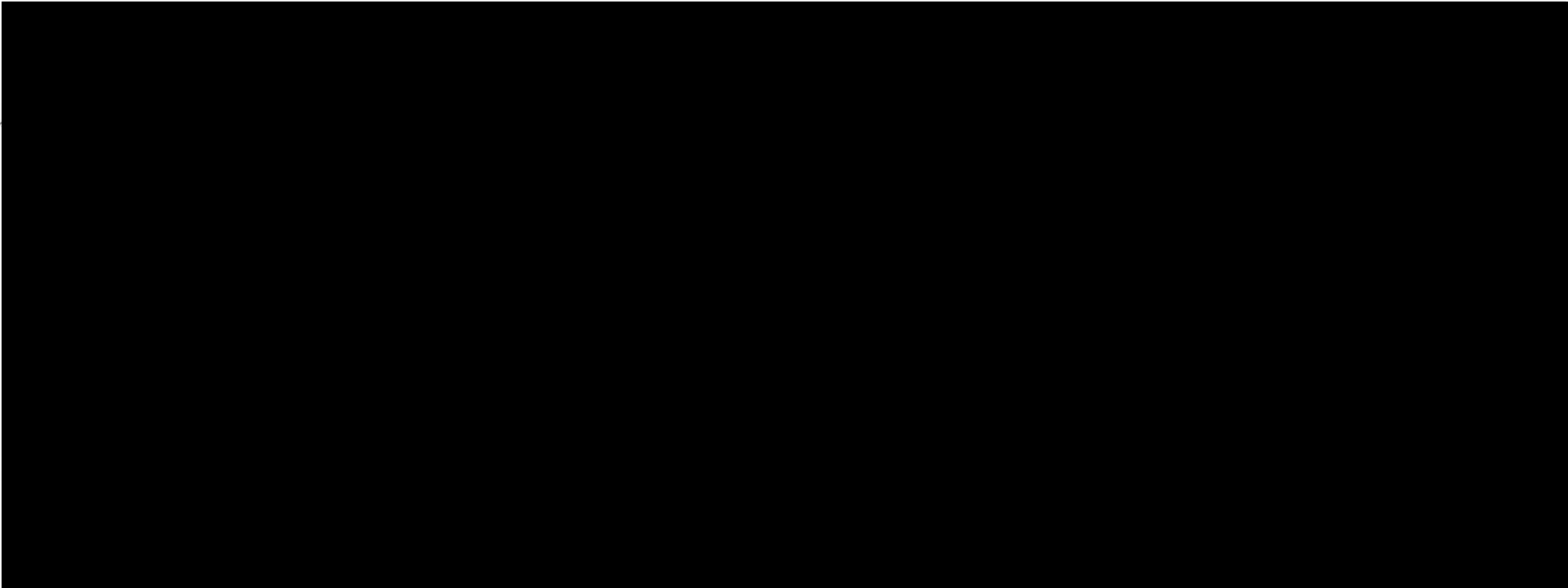
4. Further details of the 54 cases and 2 severance cases referred back to NHS Trusts can be seen in the attached spreadsheet – across 4 tabs.
5. VSM pay cases received from NHS Trusts were reduced by £62,000 following the intervention by the NHSI Trust Resourcing team.

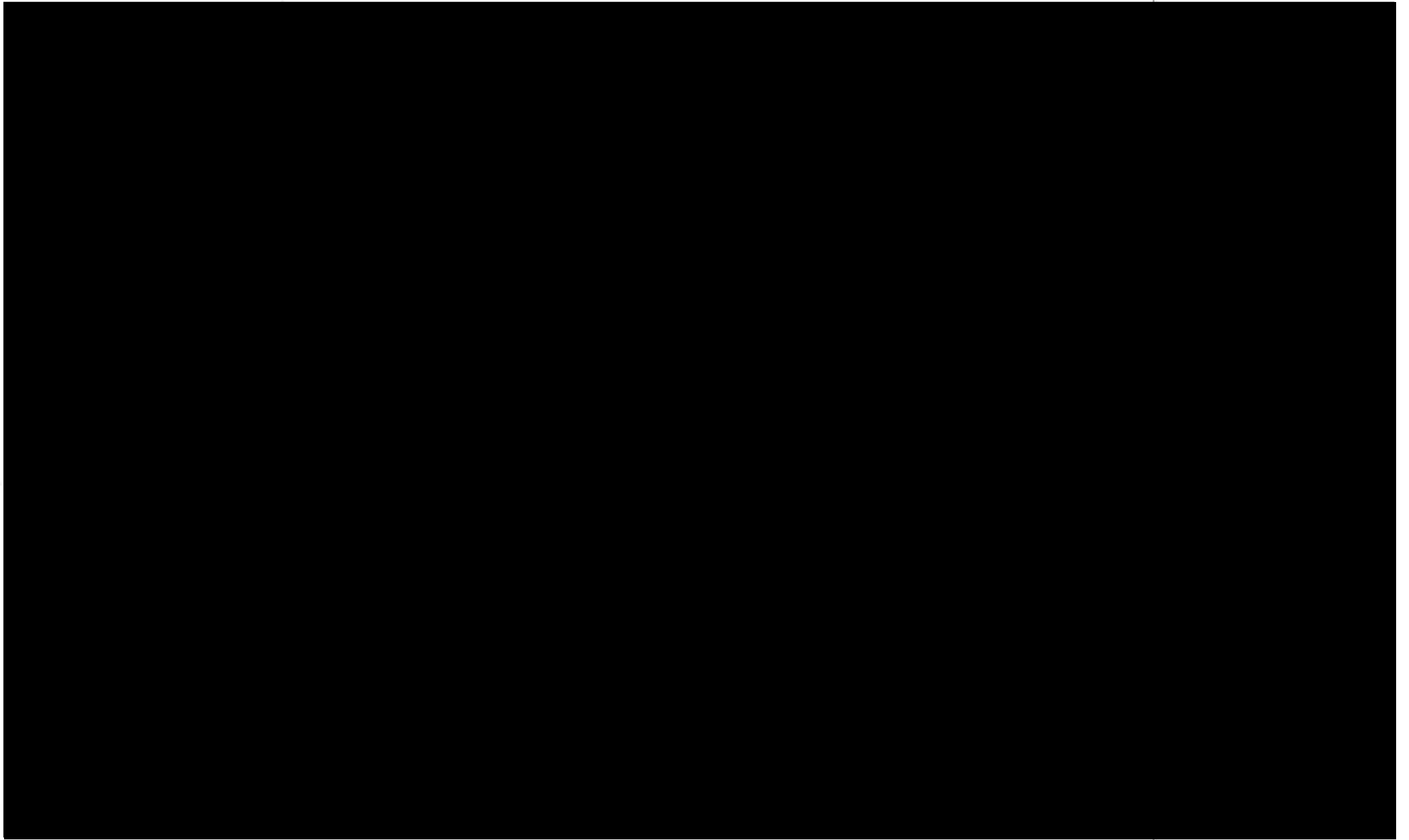
Recommendations

6. To note the report and the agreed cases.









ITEMS CIRCULATED IN CORRESPONDENCE

Ref	Title	Reason for circulating in correspondence	Author	Date circulated	Response required by	Responses received from	Reported to PLC meeting on
PLCC/16/20		Approval		20/10/2016	27/10/2016	Approved / CT, LC, HB, SH	26/01/2017
PLCC/16/21		Approval		04/11/2016	10/11/2016	Approved / CB, CT, SH, LC, HB	26/01/2017
PLCC/16/22		Approval		04/11/2016	10/11/2016	Approved / CB, CT, SH, LC, HB	26/01/2017
PLCC/16/23		Approval		04/11/2016	10/11/2016	Approved / CB, CT, SH, LC, HB	26/01/2017
PLCC/16/24		Approval		10/11/2016	17/11/2016	Approved / SH, CT, HB	26/01/2017
PLCC/16/25		Approval		10/11/2016	17/11/2016	Approved / SH, CT, HB	26/01/2017
PLCC/16/26		Approval		14/11/2016	16/11/2016	Approved / SH, CT, LC	26/01/2017
PLCC/16/27		Approval		14/11/2016	16/11/2016	Approved / SH, CT, LC	26/01/2017
PLCC/16/28		Approval		21/11/2016	21/11/2016	Approved / LC, CB, SH, CT	26/01/2017
PLCC/16/29		Approval		25/11/2016	29/11/2016	Approved / SH, CT, LC, HB	26/01/2017
PLCC/16/30		Approval		08/12/2016	14/12/2016	Approved / CT, SH, LC, HB	26/01/2017
PLCC/16/31		Approval		08/12/2016	14/12/2016	Approved / CT, SH, LC, HB	26/01/2017
PLCC/16/32		Approval		12/12/2016	15/12/2016	Approved / SH, LC, CT, HB, CB	26/01/2017
PLCC/16/33		Approval		12/12/2016	15/12/2016	Approved / SH, LC, CT, HB, CB	26/01/2017
PLCC/16/34		Approval		16/12/2016	20/12/2016	Approved / CT, CB, DH, LC	26/01/2017
PLCC/16/35		Approval		16/12/2016	20/12/2016	Approved / CT, CB, DH, LC	26/01/2017
PLCC/16/36		Approval		21/12/2016	by 2pm on 23/12/2016	Approved / SH, CT, LC, HB	26/01/2017
PLCC/16/37		Approval		21/12/2016	by 2pm on 23/12/2016	Approved / SH, CT, LC, HB	26/01/2017
PLCC/16/38		Approval		23/12/2016	by midday 30/12/2016	Approved / HB, CT, LC	26/01/2017
PLCC/16/39		Approval		23/12/2016	04/01/2017	Approved / HB, CT, LC, SH	26/01/2017

