

Outcome of our public consultation “From good to great” on our proposals to become an NHS Foundation Trust

Background

1. Name of Application Trust	University Hospitals Leicester NHS Trust
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2. Area served by the Trust	Leicester City Leicestershire County Rutland County
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3. Contact details of person responsible for the public consultation	Mark Wightman Director of Communications & External Relations University Hospitals Leicester NHS Trust Trust Headquarters, Gwendolen House Gwendolen Road Leicester LE5 4QF Tel: 0116 258 8952 Email: mark.wightman@uhl-tr.nhs.uk
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About the Public Consultation

4. Dates of public consultation	Started	Finished
	Monday 11 January 2010	Friday 21 May 2010

Stakeholders who were sent a copy of our consultation document encouraging them to submit their thoughts:

- Aapka Centre
- Able Bodied and Visually Impaired
- Accept
- Action Deafness
- Action for Disabled
- Action Homeless Ltd
- ADAPT
- Adhar
- Adult Social Care
- Advance Housing & Support Ltd
- African Caribbean Citizens Forum
- African Caribbean Mental Health
- Age Concern (including all local branches)

Aigburgh Care Home
Aikman Avenue Care Home
Ajani Centre Ltd
Akwaaba Ayeh Mental Health Advocacy Project
Albert Street Artists
Alzheimer's Society (L&R Branch)
Anchor Staying Put Harborough
Ansaar
Anstey Community Action
Arthritis Care
Ashby & District Stroke Support
Ashcroft Hostel
Assoc. for Post Natel Illness
Baby Gear
Barnardo's Care Free Young Carers Scheme
BBC Asian Network
BBC Radio Leicester
Belgrave Baheno Peepul Centre
Bereavement Support Group
Bethany Project
Bishop's Lodge
Blaby & Glen Parva Community SVS
Blaby District Council
BME Community Development Project
Board For Social Responsibility
Borough of Oadby & Wigston
Braunstone Community Health Association
British Heart Foundation
British Lung Foundation
British Red Cross
British Red Cross Distribution Centre
Brooksby Melton College
Cancer Research UK
Care & Repair (Leicester)
Care & Repair (West Leicestershire)
Care & Share
Care At Home
Care Shangton
Carefree Young Carers Project (Bernard's)
Carers Forum, South Leics.
Centre For Deaf People
Centre For Fun And Families
Chamber of Commerce
Charnwood Borough Council
Charnwood Racial Equality Council
Charnwood Voluntary Sector Mental
Choice Support (Leicester)
Citizens Advice Bureau
CLASP (The Carers Centre)
Coalville Stroke Club
Coalville Times
Compass
Connexions
Coping with Cancer
Coram Adoption, East Midlands Children's Team
Council of Faiths
CRHT

Cross Street PPG
Cruise Bereavement Care
CVS Community Partnership
De Montfort University
Dementia Carers Support Grp
Democratic Services
Diabetes UK
Diana Childrens Service
Dove Cottage Day Hospice
Down's Parent & Toddler Group
East West Community Project
Entrepreneurs Striving in Partnership
Fairdeal
Faith in People with HIV
FAITH IN PEOPLE WITH HIV
Family Support Group.
Federation of Muslim Organisations
Federation of Sikh Organisations
Foundation Housing Association Ltd
Glebe House (Charnwood) Limited
Good Values Club
GOOD VALUES CLUB
Great Central Road Care Home
Gujarat Hindu Association
Haemophilia Society
Harborough and Lutterworth Mail
Harborough District Council
Headway
Heart Link
Highfields Community Association
Hinckley & Bosworth Borough Council
Hinckley & Bosworth Disability Action Group
Hinckley & Bosworth Pensioners Action Group
Hinckley & District Mencap Society
Hinckley Health Centre
Hinckley Times
HIV Faith
Homeless Primary Care Service
Home-Start
Hunter Lodge
Ibstock & District Stroke Club
ICAS
Inclusion Support Services
Indigent Old Age Soc.
John Storer House
Khidmah Organisation
KHIDMAH ORGANISATION
LAMP
LASS (Leicestershire Aids Support Services)
Learning and Skills Council
Leicester Aids Support Service
Leicester Cathedral Centre
Leicester Centre for Integrated Living
Leicester Charity Link
Leicester Chinese Community Centre
Leicester City Council
Leicester City Local Involvement Network

Leicester City PCT
Leicester Council of Faiths
Leicester Counselling Centre
Leicester Housing Association
Leicester Kidney Patients Association
Leicester Mercury
Leicester Money Advice
Leicester Parents Support Group
Leicester Partnership Team
Leicester Progressive Synagogue
Leicester Quaker Housing Association
Leicester Racial Equality Council
LEICESTER RACIAL EQUALITY COUNCIL
Leicester Rape Crisis
Leicester Shire Promotions
Leicester Sikh Centre
LEICESTER Sikh Centre
Leicester Society of Jamaicans
Leicestershire & Rutland Federation of Women's Institutes
Leicestershire & Rutland Local Medical Committee
Leicestershire African Caribbean Business Ass.
Leicestershire AIDS Support Services
Leicestershire Asian Business Association Ltd (LABA)
Leicestershire Business Voice
Leicestershire Centre For Integrated Living
Leicestershire Charity Link
Leicestershire Clubs For Young People
Leicestershire Community and Voluntary Sector (CVS)
Leicestershire Community Projects Trust
Leicestershire Constabulary
Leicestershire Council for Voluntary Youth Service
Leicestershire County & Rutland PCT
Leicestershire County Council
Leicestershire Economic Partnership
Leicestershire Ethnic Elderly Advocacy Project
Leicestershire Gypsy Council Liaison Group
Leicestershire Local Involvement Network
Leicestershire Partnership Forum
Leicestershire Partnership NHS Trust
Leicestershire Sands Group
LeicestHERday Trust
Lesbian, Gay & Bisexual Centre
Lifeways Community Centre
LOROS
Loughborough College
Loughborough Echo
Loughborough Grp for people with disabilities
Loughborough University
LSAPA
Lutterworth Action Medical Research
M S Society Leicester & District
MacIntyre Residential Home
Macmillan Cancer Support
Macular Disease Society
MATV Channel 6
Maya Group
Mayfield House

Melbourne Home
Melton Borough Council
Melton Times
Members Services
Mencap Society H.O.
Mencap Society
MENCAP SOCIETY LEICESTER
Menphys Centre
Menphys Nursery
Menphys Special Outreach Project
MIND (Hinckley)
Market Harborough Old People's Welfare
Market Bosworth Group for the blind
Mosaic (Shaping Disability Services)
Mosaic (Shaping Disability Services)
Motor Neurone Assoc.
MP for Bosworth
MP for Harborough
MP for Leicester East
MP for Leicester South
MP for Loughborough
MP for Rutland and Melton
Muslim Burial Council of Leicester (M.B.C.O.L)
Muslim Health Council
National Autistic Society
National Society For The Research Into Allergies
Netherhall Youth Council
Network (East Midlands) Housing Association
Next Generation
North West Leicestershire CVS
North West Leicestershire District Council
Norton House Ltd
Oadby & Wigston Community Action
Oak FM
Oaklea
Open Door
Pakistan Youth and Community Association
Parent & Carer's Council
Parkinson's Disease Society
People with learning difficulties
Peoples Forum
Post Natal Illness Project
Pre-School Learning Alliance
Prospect Leicestershire Ltd.
Prostrate Cancer Support Group
Quetzal Project
Rainbows Children's Hospice
Red Cross Family Support Centre
Refugee Action
Regent College
Relate Leics Family Mediation Service
REMIT
Rethink
Rural Community Council
Rural Stress
Rutland Citizens Advice
Rutland County Council

Rutland Local Involvement Network
 Rutland Stroke Club
 Rutland Times
 Saffron Community Health Alliance
 Salvation Army
 Savera Resource Centre
 SAVERA RESOURCE CENTRE
 Shama Women's Centre
 Shelter
 Shepshed British Heart Foundation
 Shepshed Diabetic Self Help
 Shree Ram Krishna Centre
 Shree Sanatan community project
 Sikh Temple (Gurudwara Sahib)
 SNIPS
 Soft Touch Community Arts Co-op Ltd
 Steps
 Syston & District Care Group
 The Carers Federation
 The Jitty
 The Laura Centre
 The Leicester Central Mosque
 The Race Equality Centre (TREC)
 The Volunteer Centre At Lutterworth
 TRADE
 Trade Sexual Health Project
 UK & Leicester Wide Colelica
 University of Leicester
 Valuing People
 VISTA (Royal Leicestershire & Rutland Society for the Blind)
 Voluntary Action (all local branches)
 Voluntary Sector Partnership Forum
 Volunteer Centre, Shepshed
 W I Federation
 West Indian Senior Citizens Project
 West Leicestershire Mind
 Women's Aid
 Work-Link Project
 YMCA
 Young People First
 Young People's Information Centre
 Youth Voice

5. Which media were used for the public consultation document?		
Full consultation document in hard copy	Yes	
Summary consultation document in hard copy		No
Web-based consultation document	Yes – full consultation document on website, with opportunity to submit responses online	

5. Which media were used for the public consultation document?		
Talking book/audio tape/CD Rom	Available upon request	
Large print versions	Available upon request	
Versions in ethnic languages (please specify which)	Available upon request: Urdu Hindi Gujarati Somali Punjabi Turkish Bengali	
<p>Presentation at public meetings:</p> <p>There were five public meetings which also included a mini health fayre:</p> <ol style="list-style-type: none"> 1. 2nd March 2010 – Marlene Reid Centre, Coalville (23 attendees) 2. 9th March 2010 – Marsden Stadium, Hinckley (21 attendees) 3. 11th March 2010 – Loughborough Town Hall (40 attendees) 4. 17th March 2010 – Leicester Tigers (40 attendees) 5. 24th March 2010 – Voluntary action, Oakham (37 attendees) <p>Other meetings in public:</p> <ol style="list-style-type: none"> 6. 26th January 2010 – Rutland LINK Oakham (25 attendees) 7. 18th February 2010 - Leicester City LINKs meeting (19 attendees) 8. 10th March 2010 – Lecture Theatre, Glenfield Hospital (17 attendees) 9. 23rd March - Leicestershire LINKs public meeting – (7 attendees) 10. 30th March - Leicestershire LINKs public meeting – (42 attendees) 11. 4th April – Attended a health fair run by the Heartlink charity at Kohinoor Radio on East Park Road Leicester. Kohinoor is a Punjabi language station catering for the city's Sikh community. Approximately 200 people attended the event; we spoke directly to around 35 people. 		
<p>Other</p> <ul style="list-style-type: none"> • Staff workshops <ul style="list-style-type: none"> • Senior managers meeting, 11 January 2010 (58 attendees) • Junior Doctors Meeting, Cancer & Haematology, 27 January • Plastic Surgery Speciality Board, 2 February (12 attendees) • Patient Advisor Support Group, 3 February (13 attendees) • Senior Managers meeting, 11 February (53 attendees) • Pathology Executive Meeting, 12 February (17 attendees) 		

- WPSH Management Team Meeting, 15 February

- Monthly consultants meeting (Children's directorate), 15 February
 - Medicine Managers meeting, 17 February (6 attendees)
 - Transplant doctors meeting, 22 February
 - CSSD Board meeting, 22 February
 - Weekly Manager's meeting (Children's directorate), 1 March
 - Facilities Board meeting, 2 March 2010 (15 attendees)
 - ENT divisional meeting, 3 March
 - ENT surgeons meeting, 3 March 2010 (18 attendees)
 - Ward Managers Meeting Renal + Urology, 4 March (10 attendees)
 - Surgical Services operational group meeting, 8 March
 - Open Forum "Confirm and Challenge" (LRI), 8 March (30 attendees)
 - Open Forum "Confirm and Challenge" (LGH), 9 March (35 attendees)
 - Senior Manager's meeting, 10 March (57 attendees)
 - JSCNC Staff side meeting, 11 March (15 attendees)
 - ACCP directorate board, 12 March (12 attendees)
 - Patient & public involvement group meeting, 16 March (18 attendees)
 - Medicine & ED Directorate Board Meeting, 17 March 2010 (13 attendees)
 - Renal consultants meeting, 18 March (10 attendees)
 - Safety and risk senior team meeting, 18 March (17 attendees)
 - Maxillofacial Departmental Meeting, 18 March
 - Cardio respiratory Directorate Board Meeting, 19 March
 - Cardiac Surgery Board Meeting, 19 March
 - Paediatric Board Meeting, 15 March, (8 attendees)
 - Cardiology Board Meeting, 23 March (8 attendees)
 - Renal Management Team Meeting, 23 March (9 attendees)
 - Respiratory Board Meeting, 26 March
 - General meeting with nursing, A & C, medical and managerial staff, 1 April (25 attendees)
 - Paediatric Board Meeting, 26 April (14 attendees)
 - JSCNC Staff side meeting, 20 May (15 attendees)
 - Medical records Meeting (80 attendees)
- Consultation document sent to **385** key stakeholders
 - Consultation document sent to **14,000** public members
 - **4,150** copies of the special edition Trust Talk for staff were distributed across the three hospital sites
 - Consultation document was made available to our patients/ service users across our three hospital sites
 - Face-to-face consultation interviews held at all 3 hospital sites
 - Pull up banners in our premises
 - Advertisements in and around the hospital sites
 - Articles in the local newspaper
 - Youtube video embedded in the Trust's website – providing details on Foundation Trust status and what the consultation period involves
 - Twitter (social networking website) – providing updates and details on how public and staff can find out more and respond to the consultation
 - We will be providing a summary of findings document to respondents

6. Number of formal responses received	
Type of response	Number
Hard copy, using proforma provided as part of the consultation exercise	1085
Others in hard copy – letters etc.	16 (letter responses from stakeholders)
On website	373
By email	2 (email responses from stakeholders)
By telephone	1
By fax	0
By text	0
Verbally at public meetings	By discussion
Others – please specify (hand held devices used to complete responses during face-to-face interviews and at stakeholder events)	106

7. Was the pattern of responses to the public consultation in line with the demography and geography of the area? Were there any areas or groups that were not adequately represented in the responses received?

Using the following Counties/Unitary authorities; Leicester City, Leicestershire County & Rutland County, the demographics (where stated) of the public respondents were broadly representative of the local area.

The only groups that were considerably under-represented were the 0-29 age group, as well as Mixed and Chinese or other ethnicities. The Trust analysed the demographics of the respondents on a weekly basis and took steps to actively target younger members of the public, including a targeted face-to-face campaign within the hospital sites. This helped to increase representation within these demographics.

A breakdown of stated demographics of public respondents as compared to those of a combined area of Leicester City, Leicestershire County & Rutland County (sources: 2001 Census and CACI 2008 population projections) is on the following pages.

Demographic of respondents

ACORN Category Profile	Public Respondents	Local Population	Index	Index Graph
Wealthy Achievers	29.75%	30.09%	99	
Urban Prosperity	3.67%	4.43%	83	
Comfortably Off	33.98%	35.92%	95	
Moderate Means	10.38%	11.60%	89	
Hard Pressed	11.75%	15.93%	74	
Unclassified / Not Stated	10.47%	2.03%		

NRS classification	Public Respondents	Local Population	Index	Index Graph
ABC1	56.29%	52.24%	108	
C2	18.27%	19.54%	94	
D	19.28%	23.00%	84	
E	6.15%	5.21%	118	

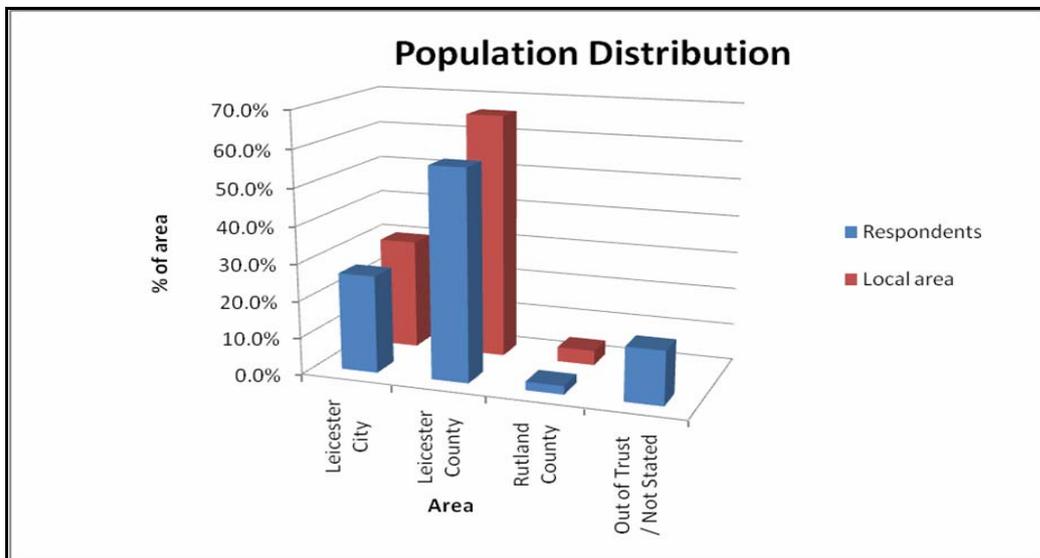
Ethnicity	Public Respondents	Local Population	Index	Index Graph
White	82.55%	85.50%	97	
Mixed	0.55%	1.22%	45	
Asian or Asian British	13.13%	11.51%	114	
Black or Black British	0.83%	1.15%	72	
Chinese or other	0.09%	0.62%	15	
Not stated	2.85%			

Age	Public Respondents	Local Population	Index	Index Graph
0-16	0.37%	20.29%	2	
17-21	2.85%	7.51%	38	
22-29	4.41%	11.13%	40	
30-39	7.44%	12.88%	58	
40-49	9.73%	14.60%	67	
50-59	14.33%	12.27%	117	
60-74	35.08%	13.94%	252	
75+	20.75%	7.38%	281	
Not stated	5.05%			

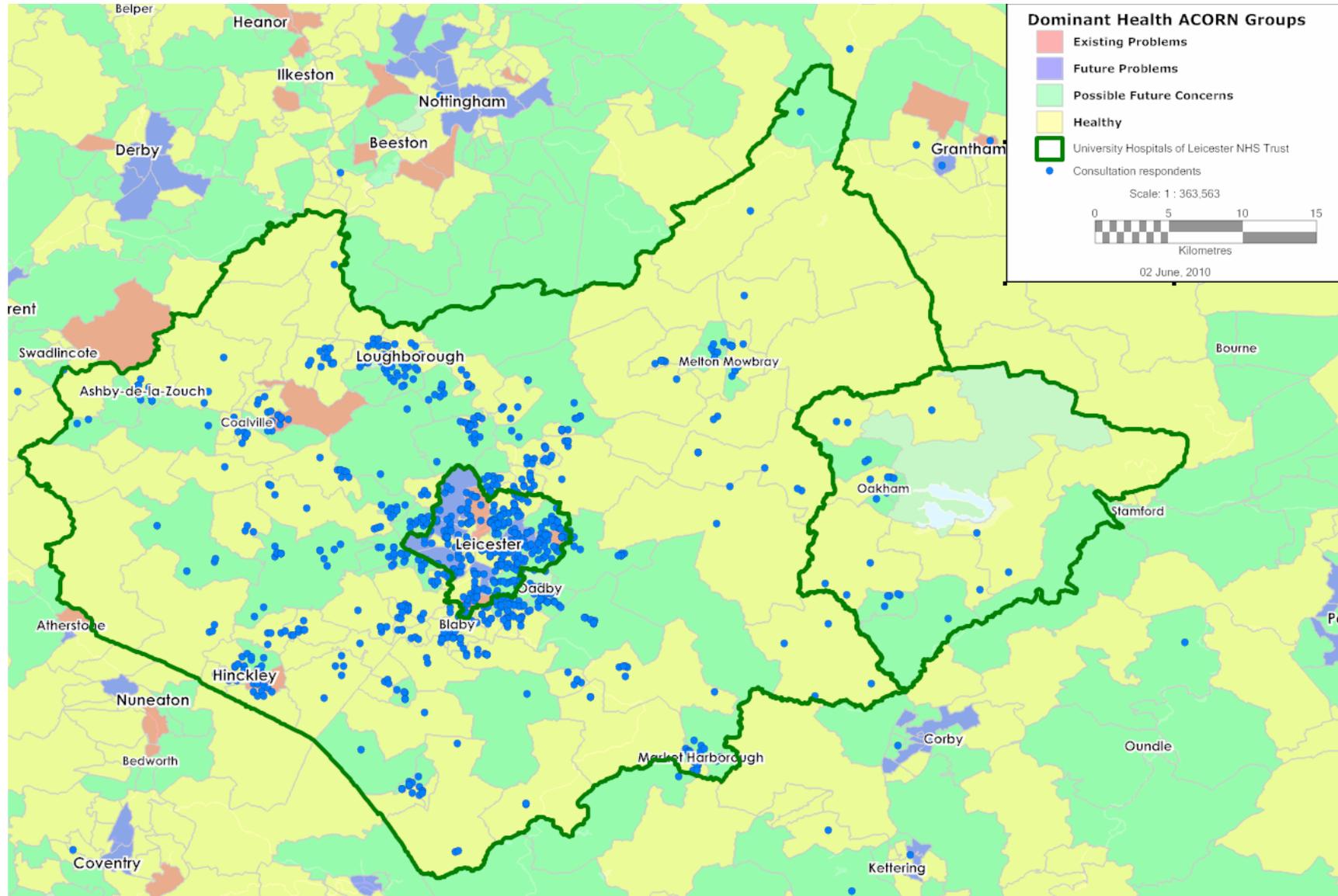
Gender	Public Respondents	Local Population	Index	Index Graph
Male	43.80%	49.59%	88	
Female	55.00%	50.41%	109	
Not stated	1.19%			

Breakdown of respondents by proposed public constituency areas

Public Constituency	Respondents as %	Base as %	Index	Index graph
Leicester City	24.66%	29.88%	83	
Leicester County	58.14%	66.14%	88	
Rutland County	2.75%	3.98%	69	
Out of Trust / Not Stated	14.45%			



Responses based on the Health ACORN groups



HealthACORN is a classification system which groups the population of Great Britain into 4 groups, 25 types and 60 sub-types for more in-depth analysis. By analysing diet, illness and exercise characteristics as well as demographic attributes, HealthACORN provides an in-depth understanding of different communities in every part of the country. The classification names and descriptions have been chosen to be simple and non-judgemental.

8. Responses received from major stakeholders (individuals and organisations) and their general view – including local MPs, local authorities, local NHS organisations, professional and staff representative bodies etc., local commercial organisations, national and local voluntary organisations etc.

Name	Broadly in favour	Broadly neutral	Broadly opposed	Main issue raised
<p>Rosemarie Whittaker rutlandlink@shaw-trust.org.uk Rutland LINKs</p>	TRUE			<p>“Vision and values are fine, but we don’t particularly care for the premier league analogy. The important thing is how the Trust will embed and measure performance against the Vision and Values”</p>
<p>Vicki Taylor Director of Strategy & Market Management vikki.taylor@leicestercity.nhs.uk Leicester City PCT</p>	TRUE			<p>“I wanted to confirm my full support”</p>
<p>Jo Wood Assistant Registrar Jw188@le.ac.uk University of Leicester</p>	TRUE			<p>“The university is fully supportive of the Trust’s desire to move in this direction”</p>
<p>Stephen Beard Director of Operations Blaby District Council</p>	TRUE			<p>“The District Council is supportive of UHL’s application to become a Foundation Trust. We believe the ability to set our own targets could help to produce services that do what is right for patients rather than simply chasing centrally imposed performance indicators that can drive perverse behaviour in organisations”</p>

8. Responses received from major stakeholders (individuals and organisations) and their general view – including local MPs, local authorities, local NHS organisations, professional and staff representative bodies etc., local commercial organisations, national and local voluntary organisations etc.

Name	Broadly in favour	Broadly neutral	Broadly opposed	Main issue raised
Councillor Mr David Bill Deputy Leader of the Council d.bill@ntlworld.com Hinckley Bosworth Borough Council	TRUE			“Should the Districts have a voice/membership on the Board? Can one District Chief Executive represent the seven Districts?”
Philip Tasker Vice-Chancellor De Montfort University	TRUE			“Philip would like to offer his full support of your application”
David Farrelly Director of Workforce and Strategy East Midlands Ambulance Service	TRUE			“Our organisation is supportive of UHL’s application to become a Foundation Trust because you would be publicly accountable in new way that will help ensure local voices are listened and responded to”
Edward Garnier MP	TRUE			“I am supportive of UHL’s application to become a Foundation Trust”
Sue Smith Chief Executive Harborough District Council	TRUE			“We therefore hope that if you become a Foundation Trust, this will provide increasing opportunities for the people of Leicester and Leicestershire to have a say and help to shape the future provision of our local health services”

8. Responses received from major stakeholders (individuals and organisations) and their general view – including local MPs, local authorities, local NHS organisations, professional and staff representative bodies etc., local commercial organisations, national and local voluntary organisations etc.

Name	Broadly in favour	Broadly neutral	Broadly opposed	Main issue raised
Dee Martin Chief Executive dee@lcil.org.uk Leicestershire Centre for Intergrated Living	TRUE			“Our organisation is supportive of UHL’s application to become a Foundation Trust”
Martin Traynor OBE Group Chief Executive Leicestershire Chamber of Commerce	TRUE			“Therefore we are happy to support UHL’s application to become a Foundation Trust”
John Gant Chairman John.Gant@lcr.nhs.uk NHS Leicestershire County and Rutland	TRUE			“We feel that you have a good team, and a change programme that is taking shape but not yet in full flow, and so we support you application in the spirit of taking it on trust that the current momentum will not only be maintained but increased so that when the time comes you are fully ready to become a Foundation Trust”
David J Williams Professor of Healthcare Engineering D.J.Williams@lboro.ac.uk Loughborough University	TRUE			“It gives me great pleasure to be able to write in support of UHL’s bid for Foundation Trust Status”

8. Responses received from major stakeholders (individuals and organisations) and their general view – including local MPs, local authorities, local NHS organisations, professional and staff representative bodies etc., local commercial organisations, national and local voluntary organisations etc.

Name	Broadly in favour	Broadly neutral	Broadly opposed	Main issue raised
Dawn Cooke Service Delivery Manager Dawn.cooke@lha-asra.org.uk LHA Support Services	TRUE			“Our organisation is supportive of UHL’s application to become a Foundation Trust”
Helen Briggs Chief Executive chiefexec@rutland.gov.uk Rutland County Council	TRUE			“Our organisation is supportive of UHL’s application to become a Foundation Trust”
Tony Harrop OBE Chairman Leicester Partnership NHS Trust	TRUE			“This is great news for both UHL and the local health community. We are very supportive in the Leicester Partnership NHS Trust of your application”
Leicestershire, Leicester and Rutland Health Overview and Scrutiny Committee	TRUE			“In conclusion, the Committee recognises that becoming a Foundation Trust will provide greater flexibility and thereby enable UHL to focus on the needs of the diverse community it serves. Therefore, the Committee welcomes the application for Foundation Trust status being made by UHL”

8. Responses received from major stakeholders (individuals and organisations) and their general view – including local MPs, local authorities, local NHS organisations, professional and staff representative bodies etc., local commercial organisations, national and local voluntary organisations etc.

Name	Broadly in favour	Broadly neutral	Broadly opposed	Main issue raised
Kevan Liles Chief Executive Voluntary Action LeicesterShire	TRUE			“Our organisation is supportive of UHL’s application to become a Foundation Trust”
Suleman Nagdi MBE DL Muslim Burial Council of Leicestershire	TRUE			Demographics of Board of Directors should reflect those of the local community
Fikre Desta Tsgaye Volunteer	TRUE			“I completely support the proposition and looking for to hear that our hospital finally declared a NHS Foundation Trust”
Leicester City Community Health Services	TRUE			No comments made
Maureen Dover Ajani Women and Girls Centre	TRUE			Council of Governors & Board of Directors need to be reflective of the local community
Denise Connor denise.connor@ageconcernleics.com Age Concern Leicestershire & Rutland	TRUE			“We welcome the proposals of an NHS Foundation Trust. Age Concern hopes this will improve patient care, particularly for elderly people in relation to issues around malnutrition, hospital discharge and dignity”

8. Responses received from major stakeholders (individuals and organisations) and their general view – including local MPs, local authorities, local NHS organisations, professional and staff representative bodies etc., local commercial organisations, national and local voluntary organisations etc.

Name	Broadly in favour	Broadly neutral	Broadly opposed	Main issue raised
Saima Khan Policy Officer saima@ccp.org.uk Leicestershire LINK	TRUE			“Concerns were raised about how the 20 governors will represent the 900,000 Leicestershire population. We suggest UHL provide support mechanisms / networks for governors so that they can truly represent the Leicestershire communities. To reinforce the point made earlier, Leicestershire LINK feels UHL should do as much as they can to ensure the Council of Governors is as representative as possible”
Mustafa Malik Pakistan Youth & Community Association	TRUE			No comments made
Leicester Sands Stillbirth & Neonatal Death Charity	TRUE			No comments made
East Midlands Specialised Commissioning Group	TRUE			The East Midlands Specialised Commissioning Group supports the University Hospitals of Leicester NHS Trust Foundation application.
Staff side			TRUE	The UHL Staff Side would be supporting the national position of fundamental opposition to Foundation Trust status

9. Apart from those listed in question 8 above, how many other responses were received in total?

1,556 responses to our consultation were received. The breakdown of this is: 1,090 responses from the public/ stakeholders and 466 responses from staff.

9a. Was there an OSC (overview and scrutiny committee) review process?

On Monday 22 March our chief executive Malcolm Lowe-Lauri attended the Leicestershire, Leicester and Rutland Health Overview and Scrutiny Committee.

Their formal response is:

The Leicestershire, Leicester and Rutland Health Overview and Scrutiny Committee welcomes the opportunity to comment on the application by the University Hospitals of Leicester NHS Trust (UHL) to seek Foundation Trust status. The Committee hopes that, as UHL is one of the last Trusts to apply to become a Foundation Trust, it will be able to apply lessons learnt from previous applications by other Trusts to ensure the success of this application.

The Committee would wish, at the outset, to place on record its thanks to Malcolm Lowe-Lauri, Chief Executive, Abi Tierney, Director of Strategy and Jane Edyvean, Foundation Trust Programme Lead for attending the meeting on 22 March 2010 to discuss the application and for their helpful and open attitude.

The views of the Committee are set out below:-

Consultation: The Committee is pleased to note the level and scope of the consultation exercise undertaken by UHL. In particular, the use of new forms of media such as YouTube and Twitter is to be welcomed. However, the Committee is disappointed that only 99 members of the public have attended the six public meetings held by UHL during the consultation period so far.

Governance: The Committee welcomes the assurance that, although UHL recognises that the decision will be made by individual organisations, UHL would prefer elected members rather than officers to serve on the Board of Governors as local authority representatives.

Performance Outcomes: The Committee notes that Foundation Trusts will have the autonomy to become increasingly responsive to local needs. The Committee recognises that UHL already operates at a local level and believes that Foundation Trust status will enhance its ability to develop and deliver services that are appropriate for the diverse communities it serves.

The Committee also welcomes the assurance that UHL will invest any surpluses in improving services, particularly neurosciences and children's cardiac services, as these have been identified as priority areas.

Conclusion: In conclusion, the Committee recognises that becoming a Foundation Trust

will provide greater flexibility and thereby enable UHL to focus on the needs of the diverse communities it serves. Therefore, the Committee welcomes the application for Foundation Trust status being made by UHL.

10. Excluding those recorded at 8 above, how many responses were:	Broadly in favour	Broadly neutral	Broadly opposed
	1,362	12 (not stated)	182

Do you support us in our proposal to become an NHS Foundation Trust?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	326	277	586	25	136	11
Yes %	72.61	96.18	94.82	100	86.08	64.71
No	122	10	25	0	21	4
No %	27.17	3.47	4.05	0	13.29	23.53
Not Stated	1	1	7	0	1	2
Not Stated %	0.22	0.35	1.13	0	0.63	11.76
TOTAL	449	288	618	25	158	17

Do you agree with our proposed name change?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	299	253	538	24	131	10
Yes %	66.59	87.85	87.06	96	82.91	58.82
No	144	26	56	0	21	2
No %	32.07	9.03	9.06	0.00	13.29	11.76
Not Stated	6	9	24	1	6	5
Not Stated %	1.34	3.13	3.88	4.00	3.80	29.41
TOTAL	449	288	618	25	158	17

If not, what would you suggest? There were 29 themes making an alternative suggestion to our proposed name change. Some were variations on our current name and what our new name could be, with a couple saying that it would confuse the public or be deemed a waste of money.

Do you agree with our membership proposals?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	312	236	504	115	20	7
Yes %	69.49	81.94	81.55	72.78481013	80.00	41.18
No	111	12	23	18	0	0
No %	24.72	4.17	3.72	11.39	0.00	0.00
Not Stated	26	40	91	25	5	10
Not Stated %	5.79	13.89	14.72	15.82	20.00	58.82
TOTAL	449	288	618	158	25	17

Do you agree with our membership proposals - Boundaries?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	315	214	501	18	109	6
Yes %	70.16	74.31	81.07	51.43	68.99	35.29
No	105	17	21	0	21	1
No %	23.39	5.90	3.40	0.00	13.29	5.88
Not Stated	29	57	96	17	28	10
Not Stated %	6.46	19.79	15.53	48.57	17.72	58.82
TOTAL	449	288	618	35	158	17

Do you agree with our membership proposals - Staff Representation?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	320	226	511	17	120	5
Yes %	71.27	78.47	82.69	68.00	75.95	29.41
No	102	12	22	0	13	2
No %	22.72	4.17	3.56	0.00	8.23	11.76
Not Stated	27	50	85	8	25	10
Not Stated %	6.01	17.36	13.75	32.00	15.82	58.82
TOTAL	449	288	618	25	158	17

Do you agree with our membership proposals - Public representation?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	332	230	507	18	123	6
Yes %	73.94	79.86	82.04	72.00	77.85	35.29
No	90	12	24	0	11	1
No %	20.04	4.17	3.88	0.00	6.96	5.88
Not Stated	27	46	87	7	24	10
Not Stated %	6.01	15.97	14.08	28.00	15.19	58.82
TOTAL	449	288	618	25	158	17

Do you agree with our proposed constituencies?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	338	258	556	24	125	6
Yes %	75.28	89.58	89.97	96.00	79.11	35.29
No	106	21	33	0	20	2
No %	23.61	7.29	5.34	0.00	12.66	11.76
Not Stated	5	9	29	1	13	9
Not Stated %	1.11	3.13	4.69	4.00	8.23	52.94
TOTAL	449	288	618	25	158	17

There were 19 themes that came out this proposal. The largest proportion (15) were against the proposals, and 14 were for what was proposed, but it was felt that staff were under-represented in this proposal.

Do you have any views on the establishment of the Board of Directors?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	86	72	167	5	37	4
Yes %	19.15	25.00	27.02	20.00	23.42	23.53
No	359	207	421	20	111	4
No %	79.96	71.88	68.12	80.00	70.25	23.53
Not Stated	4	9	30	0	10	9
Not Stated %	0.89	3.13	4.85	0.00	6.33	52.94
TOTAL	449	288	618	25	158	17

There were some interesting suggestions brought out of this proposal. The top comments which drew 180 of the 212 comments were:

- General comment in support of Board of Directors
- Board of Directors should include a mix of professions & experience
- Concerns regarding salary levels and expenses
- Board of Directors should be small
- Board of Directors should be elected
- General comment against Board of Directors
- Board of Directors should be representative of the local community
- Board of Directors should be accountable and non-political
- A transparent rigorous evaluation and selection process for non-execs
- Board of Directors should include people from the private sector
- Board of Directors performance should be assessed regularly

Do you have any views on our proposed election arrangements?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	43	67	132	2	31	3
Yes %	9.58	23.26	21.36	8.00	19.62	17.65
No	402	214	462	23	115	4
No %	89.53	74.31	74.76	92.00	72.78	23.53
Not Stated	4	7	24	0	12	10
<i>Not Stated %</i>	<i>0.89</i>	<i>2.43</i>	<i>3.88</i>	<i>0.00</i>	<i>7.59</i>	<i>58.82</i>
TOTAL	449	288	618	25	158	17

There were 121 comments, half of them just supportive of the proposed election arrangements, with the next largest group of comments suggesting that elections should be held more regularly.

Do you agree with our proposals for the Council of Governors?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	302	244	509	21	120	9
Yes %	67.26	84.72	82.36	84.00	75.95	52.94
No	141	39	79	4	26	2
No %	31.40	13.54	12.78	16.00	16.46	11.76
Not Stated	6	5	30	0	12	6
<i>Not Stated %</i>	<i>1.34</i>	<i>1.74</i>	<i>4.85</i>	<i>0.00</i>	<i>7.59</i>	<i>35.29</i>
TOTAL	449	288	618	25	158	17

The general weight of response for those who did not agree came in support of increasing staff representation, which was considered to be too small. Others thought that the proposals for the council made it too large but that it should be representative of the local population.

Do you agree with the proposed age limits for members and governors (16 years and over)?

	STAFF	PUBLIC				NOT STATED
		Leicester City	Leicestershire County	Rutland County	Not Stated/ Out of Area	
Yes	330	201	431	20	107	9
Yes %	73.50	69.79	69.74	80.00	67.72	52.94
No	113	78	166	3	42	1
No %	25.17	27.08	26.86	12.00	26.58	5.88
Not Stated	6	9	21	2	9	7
<i>Not Stated %</i>	<i>1.34</i>	<i>3.13</i>	<i>3.40</i>	<i>8.00</i>	<i>5.70</i>	<i>41.18</i>
TOTAL	449	288	618	25	158	17

There were 386 comments made about this proposal. The majority (165) felt that the minimum age should be 18, with 56 commenting that 21 should be the minimum age. This needs to be balanced against the 41 who felt that young people should still be

represented. Some even felt it appropriate to put a maximum age group on members and governors – these ranging from 50 to 80.

Do you have any comments on our vision and values?

The highest number of comments (493) was made about this proposal. The vast majority, 366, were supportive of our vision and values and wanted to see them put into practice.

Do you have any other comments you wish to make?

The vast majority made comments in support of our proposal to become an FT, with some making comments based on their own positive experience of the Trust. To balance this there were 47 comments not supporting our proposal which also made reference to a negative experience (18) in one of our hospitals. Some (42) were concerned with finances/wastage and that patient care must come first for us as an FT; that investment in staff and nurses should be maintained and that the Trust needs to engage with patients and the public more.

11. Does the Trust have any comments about the general tone of responses received? For example, were those opposing the proposals expressing fundamental objections or picking up minor (possibly technical) issues?

Although overwhelmingly respondents were in favour of the Trust’s application for Foundation Trust status there were some people that did not support it. The majority of those opposed were picking up on minor issues (see question 12 for further detail), however there were a few respondents that were against the principle of Foundation Trusts or were concerned that it might lead to privatisation of the NHS ‘by the back door’.

Our staff side representatives did not support the Trust’s proposal to become a FT. This is in line with the trade union’s national position of fundamental opposition to FT status. Their particular concern was around the potential re-banding of staff if the Trust gained FT status.

12. What were the main topics that attracted critical comment and what was the Trust’s response?	
Issue (please include in brackets the name of the main person(s)/bodies raising it)	Trust’s Response
Proposed minimum age limits for members and governors – 16 years and over (about a quarter of staff and public disagreed with this. The main objection was that 16 is too young and that minimum membership age should be 18)	Whilst noting the views of those constituencies who feel that membership should not be open to any individual who is under 18 years of age, the Trust is mindful that Monitor takes the view that 16 years of age is the threshold for being appointed or election as a Governor. The Trust is a provider of healthcare services to children and young people and is keen to listen and respect their views about the services we provide and to involve them in our plans for the future. For these reasons, the Trust is satisfied that the lower age limit of 16 years for both members and governors is appropriate.

<p>Proposals for the Council of Governors (about a quarter of staff respondents did not agree with these. The main concern was that staff only held 5 seats on a council of 38 governors and it was felt that staff wanted greater representation on the Council of Governors)</p>	<p>Whilst acknowledging the views of those staff constituencies who feel that staff governors should have a greater number of seats on the Council of Governors, the Trust is mindful of:</p> <p>a) the need for the Council of Governors to reflect a wide range of stakeholders interests, including those of staff;</p> <p>b) the fact that involvement of staff via their governor representations on the Council of Governors will be but one of the mechanisms by which the Trust will seek to engage with all staff on its performance and future plans.</p>
<p>13. What were the main areas attracting support locally? (please indicate in brackets the main source(s) of this support e.g. patients, staff, general public)</p>	<p>Proposals to become a Foundation Trust (Public and Staff)</p>
	<p>Boundaries – Leicester City, Leicestershire County and Rutland County (Public and Staff)</p>
	<p>Staff representation (Public and Staff)</p>
	<p>Public representation (Public and Staff)</p>
	<p>Proposed constituencies (Public and Staff)</p>

<p>14. Specifically, what was the general tenor of responses with regard to:</p>	
<p>Membership</p>	<p>Public and staff were very supportive of the proposals for public membership and staff membership, and received the most support. However, a few respondents (8) felt that there should also be a separate patient / service user membership category</p>
<p>Council of Governors</p>	<p>The vast majority of public respondents supported these proposals, however some staff felt that they should have more representation on the Council of Governors</p>
<p>Board of Directors</p>	<p>The majority of public and staff were in favour of the proposals for the board of directors, however there were concerns about salary costs</p>
<p>Elections</p>	<p>Public and staff were very supportive of the proposals for the Trusts election arrangements</p>
<p>Constituencies</p>	<p>The vast majority of public respondents agreed with these proposals,</p>

14. Specifically, what was the general tenor of responses with regard to:	
	as did about three quarters of staff respondents
Boundaries	The majority of public respondents agreed with these proposals, as did about three quarters of staff respondents
Constitution	Not part of our consultation
Age limits	<p>The proposed minimum age of 16 for membership and governors caused the greatest concerns, although the majority of the public and staff supported this.</p> <p>The main objection was that 16 was too young, a minimum age of 18 was suggested by the majority that disagreed, with 21 slightly behind that.</p> <p>There was also a suggestion of an upper age limit.</p>
Youth representation	Some respondents felt that the Trust needs to consider how people under 16 years old will be represented
Staff representation	The vast majority of public agreed with the proposals for staff representation; whilst most staff agreed a significant minority thought there should be greater staff representation on the CoG. Some of those that disagreed felt that staff groups should be split down further than the current four professions
Vision	The majority that commented left a message of support for the Trusts vision and values. Some were a little concerned that patient care might suffer as a result of applying for Foundation Trust status
Transitional arrangements	There were no comments about the transitional arrangements
HR Strategy	Not part of our consultation
Communications	Out of those respondents that stated a preferred method of communication, staff preferred email (67%), whereas overall public would prefer to be contacted by post (66%).
Any novel suggestions received as a result of consultation	<ul style="list-style-type: none"> • Patients/service users, that live outside public constituencies, should be represented • Board of Directors should consist of a mix of professions & experience • Staff governors should come from a range of levels within across the organisation • Council of Governors should be representative of the local population • Council of Governors should always include one governor between the age of 16 and 18, to represent young people • Governors should not have to stand down if after 2nd term are willing and unopposed • 14 years old minimum for members, 21 years and over for

14. Specifically, what was the general tenor of responses with regard to:	
	governors <ul style="list-style-type: none"> • Upper age limit required for members and governors • 18 years old should minimum for governors, 16 years old minimum for members
Other issues – please specify	<ul style="list-style-type: none"> • The proposed name change could be a waste of money • Leicester City has too many seats on the Council of Governors • Rutland County should have more seats on the Council of Governors • Public constituencies should be made up of district/councils, not counties/unitary authorities • Board of Directors should include with equal membership of exec and non-execs • Governors should not have to stand down if after 2nd term are willing and unopposed • Elections to the Council of Governors should be held more regularly • Number of governors should be equal between public and staff • The consultation document does not show a clear division of responsibility between the Chair of the Board and the Chair of the Governors

Staff engagement and involvement

15. How have staff been given ample opportunity to play an active part in the dialogue and deliberations around the NHSFT application?

Where has staff dialogue and views influenced the broad HR strategy which in turn supports the service development plans and organisational goals for the Trust?

Staff have been encouraged to participate and feed their views into our consultation in a number of ways – much of this involvement is on an on-going basis. Some of the activities included:

- A special edition of the staff magazine, Trust Talk, was created and 4,150 copies were distributed across the three sites;
- Staff/ team meetings, these were facilitated within the directorates and supported by individualised PowerPoint presentations for each of the different areas so that staff could better understand the benefits/impact of FT on their areas;
- Text messages to all staff holding a Trust mobile. These were messages of encouragement to take the time to feedback and encourage their colleagues to do the same;
- All staff emails were sent intermittently to encourage feedback;
- Posters were displayed across the three hospital sites;
- Regular articles were in the monthly editions of Team Talk (the tool for managers to communicate to their staff) and these were accompanied by discussions at the monthly senior managers meeting which precedes the release of Team Talk;
- A link from INsite, our intranet, to the information and feedback form on our public website;

- Hand held devices were used to gather the feedback of staff by the Communications Team at the public meetings and on walkabouts throughout our sites.

16. Other comments made in the responses provided:

1. Concerned that the Trust will not be controlled by central government if it becomes a FT
2. Members & governors should be representative of the community
3. I would like to see a visual representation of the layers of government and management along with the cost implications for each stratum
4. Ward sisters should be reintroduced
5. Concerned with finances/wastage and that patient care must come first
6. Trust should have a patient constituency
7. Trusts needs to engage with patients and public more
8. Reduce bureaucracy
9. It would have been useful to be informed of any disadvantages of becoming a FT
10. Uncertain where surplus money would come from, how it will be spent, can central government cut it?
11. The Trust is not currently achieving the vision and values it sets out
12. Maintain investment in nurses / staff
13. Not sure if the application to FT status has the backing of the Trust's staff
14. Would foundation status help when there are no beds available for patients
15. Cutting back in managers/admin would mean the Trust could spend more on patient care
16. Worried about cutting jobs at the Trust
17. I want the people who work in the hospitals to choose what they want
18. Feels that administrative staff are not valued in the consultation document
19. Document contains no reference to timescales / milestones etc
20. I wish to be assured that my comments will be taken into account
21. Would like to see a trade union representative on the Board of Governors
22. Why can't we think about making some care homes and nursing homes under UHL to place our most needy patients
23. Boards need to be accountable, transparent and able to make decisions quickly
24. Staff should opt-in, not opt-out
25. Finds the overlaps with Hinckley confusing
26. Concerned if the excellence of the smaller Glenfield hospital were to be subjugated as part of an impersonal mega-hospital
27. The consultation needs to include people who deal with aftercare, i.e. Social services / GPs etc
28. Does this freedom to raise money give rise to greater risk of bankruptcy
29. Governors will need to have a good knowledge/experience of surgery and not afraid to challenge opinions.
30. Examples / outcomes from others that have gone before would have been helpful in support of your case
31. Dental perspective would be useful as a component of health care
32. The FT programme is politically driven. There is no convincing evidence of any significant overall benefits to 'healthcare'
33. It may be helpful to have some positive discrimination regarding representatives with chronic conditions, or disabilities
34. It would be useful to have a summary document giving more details on some of the area you are asking questions about
35. Staff representation: there should be more staff representatives
36. You need to work harder to convince the public that you have our interests at heart rather than your own
37. Management of staff needs to be generally improved

- 38. If changed then wants to be assured that services stay the same
- 39. Concerned that the Trust is heading towards closure of ALL three nurseries

17. Is there anything else about the public consultation exercise and outcome that you would like to let the Secretary of State or Regulator know?

No