

# Chairman's Note

## Trust Board Paper C

Dear Board Member,

### Key considerations

Since we last met the key things on my mind have been:

- As a large organisation serving our diverse community of patients, their carers and the public at large, how do we ensure that we are reflective in terms of our workforce and how should we assess the outcomes?
- As a large organisation with a very significant carbon foot print what can we do to change existing patterns and how should we assess the outcomes?
- As one of the largest NHS organisations in England how should the Trust Board ensure it is focused on competing tensions (including ensuring high levels of safety and quality with efficient use of resources and sourcing to meet our manpower needs) both now and in the future and how should we assess the outcomes?

### Priority Items & Questions

In preparation for our next board meeting I would like to highlight the following priority items and a few specific questions to consider.

1. Since the last Trust Board meeting I have attended a discussion arranged by Odgers (the executive headhunters) on “Women in the Boardroom” , had a number of discussions before and at a dinner organised by the British Association of Physicians of Indian Origin (who estimate there are some 50K working in the NHS) , noted a recent editorial in the Health Services Journal commenting on the relative lack of diversity in senior NHS positions, had conversations and received correspondence highlighting differing perceptions about work experiences and opportunities for senior roles within the Trust . Colleagues will recall that as a Trust Board we had a dedicated session at our February Thinking Day where we discussed how equality and diversity issues should be monitored and progressed. As a Trust Board we receive two reports each year focusing on diversity ; have adopted a specific workforce measure for race equality on our dashboard; and I believe have a common view about sustaining a workplace culture which is focused on ensuring merit based appointments and equity in treatment..

2. I have reflected further on these issues and asked John Adler (our Chief Executive) to establish a task and finish group (which will include Louise Tibbert our incoming Director of Workforce and Organisational Development and some external persons with expertise) which should report back to the Trust Board within six months. The taskforce will specifically focus on race equality and associated issues in the first instance ; consider information about our past and current experience in terms of recruitment, promotion and retention to senior managerial, clinical and nursing roles across the Trust ;access to training, mentoring and development opportunities ; look externally at what is best practice in this area including the development of talent pipelines; and come forward with concrete proposals and milestones.
3. The Trust Board is invited to consider whether the task and finish group should specifically consider anything else as part of its remit.
4. Since the last meeting of the Trust Board I have noted the visionary comments on climate change made by the Pope in his address when he attended a symposium and his call for action. This has made me reflect that institutionally (as a Trust) and individually we all have a significant carbon footprint and we also have an ambitious reconfiguration programme. This has posed questions in my mind such as :
  - 4.1. As an organisation how do we ensure an appropriate focus on these issues and make a tangible reduction in our footprint and also encourage ourselves and staff to think about this on an individual basis?.
  - 4.2. How do we try and measure success in this area and what does it look like?
5. Since the last Trust Board meeting John Adler and I were invited to attend an NHS Provider Summit organised by the Health Services Journal where we had the opportunity to listen to and engage with senior commentators (including Simon Stevens and Bob Alexander the Chief Executives of NHS England and the NHSTDA) about the various challenges (and opportunities) facing the NHS both now and in the future. This has posed questions in my mind such as:
  - 5.1 As a Trust Board how do we ensure that we have the appropriate decision making processes and give consideration to multiple and interrelated issues such as ensuring safety and quality , efficient use of finite resources and responding to tighter labour markets ?
  - 5.2 How do we try and measure success in this area and what does it look like?

I look forward to seeing you at our forthcoming board meeting on 2<sup>nd</sup> July 2015.

Regards,

Karamjit Singh

*Chairman, University Hospitals of Leicester NHS Trust*