

MEETING OF COUNCIL OF GOVERNORS

Thursday 21 July 2016, commencing at 1pm

Clinical Suite 1, 2nd Floor, R&D Centre, Kingsway

The meeting opened at 1pm and closed at 3.50pm

PRESENT:	Richard Gregory	Interim Chairman
GOVERNORS:	Shelley Comery Rosemary Farkas Diane Froggatt Ruth Greaves Gillian Hough Alexandra Hurst Lynda Langley John Morrissey Carole Riley Kelly Sims	Public Erewash North Public Surrounding Areas Appointed, Derby City Council Public Derbyshire Dales Public Erewash North Public High Peak Public Chesterfield North Public Amber Valley South and Lead Governor Public Derby City West Staff (Admin and Allied Support)
IN ATTENDANCE:	Jim Dixon Caroline Maley Maura Teager Claire Wright Samantha Harrison Anna Shaw Shirley Houston Jenna Davies Owen Fulton Helen MacMahon Scott Lunn Laura McAra	Non-Executive Director Senior Independent Director & Non-Executive Director Non-Executive Director Executive Director of Finance Director of Corporate Affairs and Trust Secretary Deputy Director of Communications & Involvement Engagement Officer GIAP Programme Manager Principal Employee Relations Manager Service Line Manager – CAMHS Clinical IAPT Lead - CAMHS Acting Area Service Manager - CAMHS
For item DHCFT/Gov/2016/040		
For item DHCFT/Gov/2016/041		
For item DHCFT/Gov/2016/043		
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APOLOGIES:	Barry Appleby Paul Crawford Dr Paula Crick Rob Davison Sarah Gray Moir Kerr John Jeffrey Nitesh Painuly April Saunders Phil Harris	Public, South Derbyshire Appointed, University of Nottingham Appointed, University of Derby Appointed, Derbyshire County Council Staff (Nursing and Allied Professions) Public Derby City West Public Bolsover Staff (Medical and Dental) Staff (Nursing and Allied Professions) Non-Executive Director

<p>DHCFT/Gov/ 2016/034</p>	<p><u>INTERIM CHAIRMAN'S WELCOME</u></p> <p>Richard Gregory, the Interim Chairman, opened the meeting and welcomed everyone. Apologies were duly noted and listed as above. It was pointed out that Claire Wright was acting today as deputy for Ifti Majid who was attending the Health & Wellbeing Board and Jenna Davies was present at the meeting to discuss the Governance Improvement Action Plan item.</p> <p>Richard Gregory introduced and welcomed Joan Barnett from Grant Thornton who would present the Annual Report and Accounts Report from our external auditors.</p> <p>The Board's Integrated Performance Report was presented to governors for the first time. Governors were asked to feed back whether this information is useful and whether it is considered a valuable report for Council.</p> <p>Changes to the Trust's Board of Directors were contained in the CEO Report and were highlighted by Richard Gregory. Jayne Storey had resigned from her role and leaves the Trust at the end of August. The Remuneration and Appointments Committee would meet next week to agree to the process for appointing a successor as quickly as possible and governors will be kept informed of progress. After a long career with the NHS Carolyn Gilby has decided to retire and will step down at the end of September from her role of Acting Director of Operations. The Remuneration and Appointments Committee are to consider succession arrangements at their next meeting.</p> <p>Richard Gregory gave thanks to Amie Elliot and Robert Quick for their significant contribution to the Council of Governors. He explained that Amie Elliott had decided to stand down as a governor and Robert Quick is required to stand down because he is moving out of his constituency. Richard Gregory referred to the recent resignation from Michael Walsh. . and gave thanks to him for his time as a governor, and for his contribution as Chair of the Governance Committee. Elections to fill these vacancies will be carried out with as part of scheduled forthcoming elections. .</p> <p>Richard Gregory took the opportunity to thank governors for their valuable contribution to the recent CQC inspection which took place at the beginning of June. He informed governors that no formal report had so far been received from the CQC although it was understood that a response would not normally be expected until six weeks post inspection and that governors would be kept informed of any developments. The CQC had raised several issues following the inspection and the Trust was responding appropriately with data requests and in some cases compliance improvements on points raised. He said there would undoubtedly be learnings for the Trust following the inspection but it was too early to identify the scale of issues raised.</p>
<p>DHCFT/Gov/ 2016/035</p>	<p><u>MINUTES OF THE MEETING OF THE COUNCIL OF GOVERNORS HELD ON 1 JUNE 2016</u></p> <p>The minutes of the meeting held on 1 June were accepted and agreed subject to the list of apologies being amended to show apologies received from Dianne Froggatt. The constituency details would also be corrected to show Gillian Hough as public governor for Derby City East and Carole Riley public governor also for Derby City East.</p>
<p>DHCFT/Gov/ 2016/036</p>	<p><u>REVIEW OF ACTIONS MATRIX</u></p> <p>Updates on progress with actions and confirmation of those listed as completed were agreed.</p>

DHCFT/Gov/2016/026 The exploration of potential secondary school representatives/appointed partner governor: Governors discussed the need to support mental health issues in secondary and primary schools and establish a relationship with representatives of the education sector. Jim Dixon agreed to speak to Carolyn Green to take this forward. (nb update on action grid)

DHCFT/Gov/2016/030 Governor Visits: Richard Gregory summarised the very useful discussions in the earlier informal Non-Executive Director/governor meeting and the agreement to improve the governance feedback from quality visits. Clare Grainger, Head of Quality and Performance, had agreed to review the feedback from governor quality visits on a quarterly basis which would be reported to the Council of Governors and create a record which would be used to help inform the Council's annual contribution to the Trust's Quality Account. The Board would also improve governance feedback from the visits by receiving reports through the Quality Committee which would then inform the Council.

The meeting had also discussed the Council's need to demonstrate actions/learnings from patient stories at Board meetings and it had been agreed that the following Board would contain a follow up report which could also be reported to Council.

ACTION: Carolyn Green to be asked to coordinate production of actions/learnings from patient stories presented to public Board Meetings. (nb Sue this needs to go on agenda for CoGs going forwards.

**DHCFT/Gov/
2016/037**

ACTING CHIEF EXECUTIVE'S REPORT

In Ifti Majid's absence Claire Wright presented the report which provided the Council of Governors with feedback on changes within the national health and social care sector as well as providing local updates within the health and social care community. The report is aimed to support the Council in its duty of holding the Board to account by way of informing governors of feedback from external stakeholders such as our commissioners and feedback from our staff.

Claire Wright outlined the key points contained in Ifti Majid's Report:

1. The NHS Equality and Diversity Council had published the inaugural report of the NHS Workforce Race Equality Standard (WRES), showing results of the experiences of BME and white staff from the staff survey 2015 at every NHS trust across England. This would be taken forward on behalf of the Trust through the People & Culture Committee to compare our results with the average for similar trusts and to understand how we can improve learning from the best in class.
2. The Nuffield Trust was commissioned by NHS Employers to examine how best NHS staffing can be reorganised to support new ways of delivering care to patients and had published 'Reshaping the workforce to deliver the care patients need'. The report found that equipping the existing non-medical workforce – NHS nursing, community and support staff – with additional skills is the best way to develop the capacity of the health service workforce. This report was also being considered by the enabling workforce work stream as part of the Sustainability Transformation Plan (STP).
3. Public consultation on 21st Century 'Better Care Closer to Home' continues with many events being held across North Derbyshire and governor participation is actively encouraged.
4. The Trust has instigated emergency procedures to enable rapid action to be taken in the Adult Acute Service at the Radbourne Unit. The senior leadership team is meeting daily to address staffing levels to ensure safe and effective services continue to be delivered.

5. Claire Wright was pleased to inform governors that the Trust has been successful in winning the contract for integrated Adult Substance Misuse Service which will commence on 1 April 2017.

6. The roll out of the 'lean' programme has commenced and training sessions have started for key clinical and operational leaders. This programme is key to delivering more efficient services of clinical pathways and support services.

Ifti Majid's report also included the Listen, Learn and Lead matrix which set out the latest round of team visits by Directors.

Derbyshire Sustainability and Transformation Plan: The STP for Derbyshire outlined a county-wide approach to show how the local NHS will cope with a number of challenges over the next five years. This work brings together all local NHS providers and commissioners, local authorities and the voluntary sector to develop a comprehensive – joined-up – local plan.

At the special Council of Governors meetings held on 12 July both Derbyshire Healthcare NHS FT and Derbyshire Community Health NHS Foundation Trust (DCHS) discussed initial ideas about how closer working between the two trusts could have a significant positive impact and support the system to meet these challenges. Richard Gregory informed governors that he, Ifti Majid, Claire Wright and John Sykes met this week with the opposite members of the Board of DCHS to discuss the work streams that will map out which type of collaboration the Trust would favour. He was pleased that governors at last week's meeting on 12 July very rightly were concerned that mental health services are protected and received confirmation of the Trust's absolute commitment to its mental health services. The Board will keep governors regularly updated with the discussions with DCHS and Richard Gregory also anticipated that any future model of proposed collaboration will require governor approval. While we are at the very early stages of this work, staff are aware of these initial conversations and how the Trust is starting to explore the potential for further collaboration with DCHS.

As part of the Derbyshire submission team, Ifti Majid will be taking part in a very high level STP submission review meeting on 25 July with NHS England and NHS Improvement (NHSI).

Richard Gregory informed governors that the STP would be a standing agenda item for discussion at each meeting of the Council of Governors and an update would be made at the next meeting on 6 September.

RESOLVED: The Council of Governors noted the Acting Chief Executive's report.

DHCFT/Gov/
2016/038

APPOINTMENT OF NON-EXECUTIVE DIRECTORS

Samantha Harrison presented her report to the Council of Governors to consider the recommendation of the Nominations and Remuneration Committee to appoint two Non-Executive Directors (NEDs).

The Nominations and Remuneration Committee had agreed after debate to recommend that two candidates would be offered posts for the HR and general NED roles, but that the NED post with clinical/operational skills and experience would not be offered. Governors considered it important that there was an NED on the Trust Board with clinical and/or operational skills and experience to reflect this as the major focus of the Trust's activities. This 'clinical' NED role is currently held by Maura Teager who is not due to finish her term of office until March 2017 so all agreed that this allowed sufficient time to carry out a further recruitment process.

A competitive process had taken place for the recruitment of the NED posts. Governors were satisfied that all candidates had gone through a robust selection and appointment process and agreed and approved the nominations of the two new Non-Executive Directors, Julia Tabreham and Margaret Gildea.

Samantha Harrison informed governors that she would ensure that pre-employment checks would be carried out on the two newly appointed NEDs and they would also go through the fit and proper persons requirement process.

Richard Gregory said the quality of the candidates was exceptionally high from his experience demonstrating commitment and support to mental health services and this Trust. He extended his thanks to Phil Harris who had wanted to stand down as a NED some time ago but had kindly remained in post until a successor was appointed. Phil Harris would now be asked to attend an exit interview and John Morrissey as Lead Governor would take part in this interview with Richard Gregory.

ACTION: Richard Gregory and John Morrissey to conduct an exit interview with Phil Harris.

ACTION: Samantha Harrison to arrange for pre-employment checks to be carried out on the newly appointed NEDs and for them to undergo the fit and proper persons test.

RESOLVED: The governors agreed and approved the nominations of the two new Non-Executive Directors, Julia Tabreham and Margaret Gildea.

DHCFT/Gov/
2016/039

CODE OF CONDUCT

The Code of Conduct for the Council of Governors has been under review for a period of time. Its content has been discussed at two meetings of the Governance Committee (on 12 April 2016 and 6 June 2016) and this final version has been recommended to the full Council of Governors for approval.

Samantha Harrison advised that compliance with the Code of Conduct is an important requirement for all governors and she invited further comments from governors who were present at the meeting. John Morrissey pointed out that governors agreed with the Code of Conduct but absolute unanimity was not obtained regarding the section that states that governors should only speak to the media in their capacity as a governor and with the prior agreement of the Chairman of the Council of Governors. He and some governors felt that receiving prior authorisation from the Trust when dealing with the media was a restrictive practice.

Richard Gregory responded that he would work with governors so they can be as open as possible and would only advise governors not to speak to the media if he thought that the Trust might be unfairly represented. He stressed his commitment to openness and transparency and gave examples from a previous trust which demonstrated he was happy for governors to air their views about the Trust. He also felt that this section of the Code of Conduct was intended to protect individual governors as well as the organisation, for example in any legal issues/risks.

Ruth Greaves talked about her experience in dealing with the media when she had been unable to contact the Chairman to gain approval to speak to the media. She had sought advice from Philip Farrar, the independent lawyer who had recently supported governors and reflected that she had changed what she had intended to say to the media following his guidance. Richard Gregory advised that it would be too expensive to supply governors with access to legal advice on an ongoing basis but that advice and support was availability via himself and the Communication team. Governors need to ensure that any press or social media activities are in line with the communications guidance outlined in the Code of Conduct and associated Trust policies. Anna Shaw and her team are experts in handling the media and should be

contacted to obtain advice, Samantha Harrison can also be approached for help and support.

Diane Froggatt was happy to support the Code of Conduct and asked if the Communications team could provide a list of contact numbers who could be approached for guidance. Kelly Simms did not feel the Code of Conduct stops governors expressing their opinions. She acknowledged that the Code was a protective document that she already signed up to as a member of staff and reflected that if she were to talk to the media, she would want the Communications team to provide their support. Gill Hough also agreed with the Code of Conduct and did not consider it was too strong or restrictive.

Diane Froggatt felt data protection could be an issue of legality in the Code of Conduct and asked if there was any information governance training that governors could participate in. Sam Harrison confirmed that there was an online programme available for staff and that she would look into whether this could be made available to governors for inclusion in the governor induction programme. Anna Shaw stressed that in line with this guidance, there are responsibilities relating to individual cases and patient confidentiality and any governor speaking on behalf of the Trust and its membership would need to ensure guidance was followed in this respect. This is part of the advice the Communications team discuss with any spokespeople talking with the media.

Following this discussion, governors approved the Code of Conduct which in line with good practice will be reviewed on an annual basis. The Code of Conduct will be circulated to all governors who will be requested to sign it to declare that they agree to uphold the Code of Conduct. New governors will also be asked to sign the Code of Conduct on appointment.

Richard Gregory advised governors that as Michael Walsh had resigned the position of Chair of the Governance Committee was now vacant. It was agreed that Anna Shaw and her team will send an email to all governors along with the Committee's terms of reference for names to be put forward to fill this position.

ACTION: Anna Shaw to email governors and collect nominees for the Chair of the Governance Committee

ACTION: Anna Shaw to share the communication team's contact details to governors.

ACTION: Information Governance to be included in the governors training programme

ACTION: Code of Conduct to be circulated to all governors for the declarations to be signed.

RESOLVED: The Council of Governors received and approved the Code of Conduct

**DHCFT/Gov/
2016/040**

GIAP UPDATE

Jenna Davies presented governors with an update on progress of all tasks within the GIAP, including the identification of tasks that are off track, and those that the Council of Governors has responsibility for oversight.

Considerable work had taken place on the governor-related GIAP actions. Under wider GIAP progress significant work had taken place with Human Resources (HR) and Organisational Development related actions. Since the GIAP paper had been circulated to governors the People & Culture Committee had approved the HR model and the Trust's People Plan. This had now taken forward the culture and change and

organisation development aspects of the GIAP as well as other areas around the training and development programme for staff.

Richard Gregory had chaired the People & Culture Committee on 15 July and informed governors that Sue Walters, the Trust's Staff Engagement Project Lead had brought some good ideas on staff engagement to the Committee and he would ask her to attend the next meeting of the Council of Governors meeting to present the engagement agenda.

It was recognised that a lot of elements of the GIAP are now complete. Richard Gregory pointed out that the Board is under the scrutiny of NHSI and has to demonstrate that processes are embedded.

Sam Harrison's paper for the second part of this item provided an update on tasks which are assigned to the Council of Governors for oversight. A progress report against these actions is discussed at each Governance Committee and the paper outlined the discussions held at the latest meeting held on 7 July and progress made on individual actions.

It was recognised that a lot of this work has been carried out by the Governance Committee and has enabled progress to be made in the GIAP. Governors confirmed that they were content with the status of actions outlined in the paper for which they have responsibility for oversight.

ACTION: Staff Engagement Project Lead to attend the next meeting of the Council of Governors meeting to present the engagement agenda.

RESOLVED: The Council of Governors reviewed the GIAP and was assured by the progress of actions for which they have responsibility for oversight.

DHCFT/Gov/
2016/041

EQUALITY AND DIVERSITY WORKFORCE 2016/17

Owen Fulton, Principal Employee Relations Manager presented governors with an update on the Equality and Diversity Workforce approach for 2016 /17.

Owen Fulton explained that the Trust was positively re-engaging in the equality duty in order to extend it across protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

It was noted that the CQC welcomed this strategy which works towards best practice. A consultation process will make sure the Trust is compliant with legislation.

Richard Gregory thanked Owen Fulton for the progress made so far. He asked how long it would take to progress undeveloped areas to achieving completion and understood that key milestones will indicate progress.

Maura Teager considered this was a good piece of work. It was recognised that a lot of good practice takes place in this organisation but there are pockets of resistance about engagement and changing behaviour and it will take a while to change this.

Governors were pleased to note that there was no evidence to show that this resistance in engagement is having an impact on patient experience.

It was noted that progress reports from the 4Es and the BME Group would be received by the People & Culture Committee. Assurance was obtained that progress was being made with equality and governors would be kept updated on progress.

RESOLVED: The Council of Governors acknowledged the Equality and Diversity Workforce approach for 2016/17

DHCFT/Gov/
2016/042

PRESENTATION OF THE ANNUAL REPORT AND ACCOUNTS AND REPORT FROM EXTERNAL AUDITORS (GRANT THORNTON)

A requirement under the Trust's constitution requires governors to be presented with the Trust's annual accounts. Claire Wright provided governors with a high level presentation that outlined the process and outputs of the annual accounts for 2015/16.

It was noted that financial performance during the year has been reported to Council of Governors and in public session of the Trust Board. The accounts are audited by our independent external auditors, Grant Thornton.

Claire Wright pointed out that the surplus achieved shown on the Statement of Comprehensive Income for 2015/16 is £1.1m after CIP had been achieved. This figure is adjusted by the regulator for impairments of £0.7m. This created a surplus of £1.8m as measured by Monitor (now NHS Improvement) and shows a good performance against plan of £1.3m.

The surplus achieved for the year translates to a healthy risk rating of 4, which is the best score achievable

Claire Wright explained that she would describe in more detail the financial position including balance sheet elements in the governors' financial training. She asked governors to let her know if they wanted any other financial factors included in their training.

Report from External Auditors (Grant Thornton)

Joan Barnett provided governors with an Annual Audit Letter presentation which summarised key findings arising from work that Grant Thornton carried out for the Trust for the year ended 31 March 2016.

Joan Barnett praised the work that Anna Shaw, Jenna Davies and the Finance Team in pulling together the annual accounts and annual report and thanked them for contributing to the efficient audit which resulted in Grant Thornton's opinion on the financial statements being issued ahead of the national deadline.

Joan Barnett pointed out that the most significant issue arising from the audit was with regard to the valuation of buildings. During the audit Grant Thornton identified a number of differences between the Trust's internal data for building areas and the information previously provided by the Trust to the external valuer. This resulted in a potential overstatement of asset values of £1.147m which was below materiality. Joan Barnett confirmed that specific representation from the Trust's management resulted in this uncertainty not being material to the financial statements.

It was emphasised that the Trust put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources for the period ending 31 March 2016.

The Annual Audit Letter reflected the good working being undertaken with the Trust and that the Trust has been very proactive in working in partnership to support the

delivery of strategic priorities. The Trust also has adequate arrangements in place to secure financial resilience.

RESOLVED: The Council of Governors received the financial update report and Annual Audit Letter from Grant Thornton.

**DHCFT/Gov/
2016/043**

INTER-SERVICE DEPARTMENT WAITING TIMES

Laura McAra, Helen MacMahon and Scott Lunn from the Derby City neighbourhood team attended the meeting to discuss inter-service department waiting times as this had been requested by the Governance Committee at a recent meeting. The waiting times and action plan to improve the service was summarised.

Demand far outstrips capacity:

- Numbers waiting are high
- Length of wait can be significant
- Neighbourhoods are recognised to be under-resourced to tune of 60 care co-ordinators

Waiting List Management:

- In line with Trust Policy
- Several cohorts of referrals are prioritised – high and urgent clinical risk, people discharged from wards, veterans, children transitioning
- The only time a child transitioning to adult services has to wait is when the competing priorities dictate – this is not often but the impact for the individual, those close to them and the CAMHS service is considerable and Neighbourhood services respond as soon as possible
- There is a new policy related to transfer between the services in process, which will replace the previous one.

Action:

- Negotiations with commissioners has led to new resource to address under-resourcing, of about a third of what is agreed as required
- Recruitment has been in process to get these posts filled as soon as possible
- Neighbourhood transformation is planned to improve capacity; these new ways of working have commenced but need to be modelled through, governance assured and rolled out
- Neighbourhood managers liaise with other services referring to ensure priority of service is managed to the best possible outcome.

Scott Lunn explained that in CAMHS (Child and Adolescent Mental Health Services) there have been 2,600 referrals a year and about 5% of these referrals are transferred into adult services. A transition policy has been agreed which looks at appropriate transition plans which enables CAMHS to hold on to and treat young people as long as possible. This is because it is recognised that a lot of children prefer to remain in CAMHS until treatment has been completed rather than transfer to adult services mid-way through treatment. Scott Lunn emphasised that if they receive a child who needs treatment the team assess their individual needs. The CAMHS team do not always believe that transition age should be 18 to enter adult services because so many are not ready to transfer to adult services. The Trust is commissioned up to age 18 but in practice works as flexibly as possible.

It was recognised that early intervention can make an enormous difference to recovery and huge strides have been made in treating cases on an individual basis which has resulted in some patients preferring to stay within CAMHS as they are not ready to go into adult services. It was recognised that this is how the service operates but it is not necessarily how the service was commissioned.

Gillian Hough asked if it would be possible to meet with commissioners to discuss extending the CAMHS service to an appropriate age limit and what impact this would

	<p>have on commissioning and finance. It was proposed that commissioners be invited to a Council of Governors meeting to discuss this and Sam Harrison will liaise with Scott and Gillian Hough and Carole Riley to address the issues discussed and draft a letter to commissioners to invite them to talk to governors. Claire Wright suggested that Mark Powell would be key to understanding the ripple effect this would have on other services and would give way to informed debate with commissioners. Carolyn Green would also be asked to progress discussions with commissioners.</p> <p>ACTION: Samantha Harrison to engage with Scott Lunn, Carolyn Green, Gillian Hough and Carole Riley to draft a letter to invite commissioners to discuss extending the CAMHS service to an appropriate age limit.</p> <p>RESOLVED: The Council of Governors received and noted the verbal inter-service department waiting times.</p>
<p>DHCFT/Gov/ 2016/044</p>	<p><u>INTEGRATED PERFORMANCE REPORT</u></p> <p>This was the first time governors have received the integrated report and Claire Wright highlighted key areas contained in the report which gave governors an overview of performance as at the end of May 2016 with regard to workforce, finance and operational delivery and quality performance.</p> <p>Richard Gregory considered this report to be a significant step forward which clearly showed performance across all areas, enabled an overview to be easily understood, supported by detail which also usefully highlighted evidence from different perspectives. Governors were asked if the report was of value and whether it contained a suitable level of detail and all responded that the report was a valuable source of reference</p> <p>RESOLVED: The Council of Governors received and noted the Integrated Performance Report</p>
<p>DHCFT/Gov/ 2016/045</p>	<p><u>NON-EXECUTIVE DIRECTOR UPDATE</u></p> <p>Caroline Maley, the Senior Independent Director, reported that she had agreed with John Morrissey the Lead Governor, that today's Non-Executive Director update was to be verbal rather than written to enable discussion.</p> <p>As Chair of the Audit and Risk Committee Caroline Maley described key activities of the Committee. Useful discussions were held on the Board Assurance Framework which enabled the Committee to have a good understanding of how risk is acknowledged within the Trust. Other main points of business centred around the Corporate Governance Framework which will be further developed as the framework evolves. The Trust is about to go out to tender for its internal audit and counter fraud services and this is a big part of the assurance model that affects how we work. During the last few weeks Caroline also carried out a quality visit to Tansley Ward and she was also working with the Governor Task and Finish Group on the Employment Tribunal issues.</p> <p>In response to Caroline Maley's update John Morrissey was pleased to point out that the final report containing the conclusions of the Task and Finish Group was due to be presented to the Council of Governors.</p> <p>Maura Teager, Chair of the Quality Committee and Safeguarding Committee informed governors that times were very challenging dealing with rapid follow up on areas identified from the CQC visit which included areas of seclusion. She talked through items the Committee had discussed at the July meeting such as the early warning system for ILS (?) training and work plan. The Committee also looked at consultant paediatrics performance and waiting times for children. Different levels of care are being looked at and the Committee also discussed recovery and wellbeing and</p>

	<p>difficulties in the Radbourne Unit. The Committee scrutinised the detail contained in the Serious Incident reports and looked at complaints and compliments that had been received from service users. Maura Teager said that she tries to carry out at least one informal visit to a team or a site per month and this month she visited the Hartington Unit where workforce issues were uppermost in everyone's minds. A new cohort of qualified nurses will start in September and Maura Teager was encouraged by the willingness of staff to cover rotas in the meantime over the holiday period. In addition to this Maura also carried out a number of quality visits. The impact of the No Smoking policy will soon be reviewed and it is hoped that staff can be given more confidence to help patients receive treatment in a non-smoking environment.</p> <p>Ruth Greaves was interested to know about diagnosis in the autism pathway. This is a life-long condition and she wanted to know what guidance was in place for people to cope with the situation they find themselves in. Maura Teager informed her that this is a very valuable service and there are specialised nurses in this area. Teams work with families to help them learn to care for family members with autism and teach them coping mechanisms.</p> <p>RESOLVED: The Council of Governors noted the verbal reports from the Non-Executive Directors who were present at the meeting.</p>
DHCFT/Gov/2016/046	<p><u>RATIFIED MINUTES OF THE BOARD MEETINGS HELD ON 25 MAY 2016</u></p> <p>The ratified minutes of the Board meetings held on 25 May were received and noted.</p> <p>RESOLVED: The Council of Governors received the minutes of the Trust's Public Board meeting held on 25 May 2016.</p>
DHCFT/Gov/2016/047	<p><u>REPORT FROM GOVERNANCE COMMITTEE</u></p> <p>The report from the Governance Committee highlighting issues discussed at meetings held on 7 July was received and noted.</p> <p>RESOLVED: The Council of Governors received the report from the Governance Committee meeting held on 7 July 2016.</p>
DHCFT/Gov/2016/048	<p><u>MEETING CLOSE</u></p> <p>There being no other matters to discuss, Richard Gregory thanked governors for attending and closed the meeting at 3.50pm.</p>
DHCFT/Gov/2016/049	<p><u>DATE OF NEXT MEETING</u></p> <p>Tuesday, 6 September 2016 at 1pm, St Thomas Centre, Chatsworth Drive, Brampton, Derbyshire S40 3AW.</p>