

Our Values as an NHS Foundation Trust

Our values underpin everything we do and describe the way we expect our staff to behave towards our patients, families and carers and each other. We have the following Four values:

Person Centred & Safe

Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement.

Professional

We will be open and honest, efficient and act as role models for our teams and our communities.

Responsive

We will be action oriented and respond positively to feedback.

Friendly

We will be welcoming to all, treat people with respect and dignity and value others as individuals.

Progressive

We will constantly seek to improve and transform the way we work to ensure that

Do's

Staff Governors have two main responsibilities:

- **To represent the views of staff, particularly in relation to the Trust's strategic direction.** Representing the views of staff members as a member of the Council of Governors, you would act as a link between Foundation Trust staff members and the Trust Board. The Council help the Board to make sure that the views of local communities, staff, and patients are taken into account when plans for services are being developed.
- **To hold the Non-executive Directors to account for the performance of the Board of Directors.** In order to hold the Non-executive Directors to account Governors are given various opportunities, for example by observing their activities, or meeting with them and asking them questions. The holding to account process can be visualised by this cycle:

What other powers and duties do staff governors have?

Staff Governors along with their other public Governors have certain powers and duties to help them with the role. These are:

- Appoint and, if appropriate, remove the Chair of the Trust
- Appoint and, if appropriate, remove the other Non-executive Directors of the Trust
- Decide the pay and allowances and the other terms and conditions of office of the Chair and the other Non-executive Directors
- Approve the appointment of the Chief Executive
- Appoint and, if appropriate, remove the Trust's Auditor
- Receive the annual report and annual accounts and the Auditor's report on the accounts
- Give a response when consulted by the Board of Directors on the Trust's Annual Plan
- Agree, in conjunction with the Board of Directors, changes to the Trust's Constitution
- Approve any proposal that would increase or reduce the turn-over of the Trust (in a financial year relative to the previous financial year) by £20 million or by 10%, whichever is the greatest
- Approve any applications for 'significant transactions' as defined in the Trust's Constitution
- Approve any applications for mergers, acquisitions, separation or dissolution of the Trust
- Inform the regulator, NHSE/I, if there

Staff Governors do not get involved in the day to day running of the hospitals. They:

- don't seek act as a staff representative or union representative on employment issues (e.g. disciplinary or grievance issues; changes to individual staff contracts), as there are other channels for dealing with such concerns.
- don't get involved in the detail of how services are run (outside of your own job remit) this is the role of the Board, clinicians and managers
- don't deal with patient complaints directly, but signpost to the appropriate Trust department although Governors may wish to highlight if several complaints raisedtsues dif(m)-6 (a)mm6dl3 (r)- s31.63/T

- acting as a conduit for widely held staff views and bringing these to the attention of the Council of Governors
- visits to wards and departments (e.g. quality, environmental/cleanliness)
- representing Council of Governors on major projects
- attending Membership events
- proofreading and suggesting amendments to hospital publications to make sure they can be easily understood by the general reader.

Frequently Asked Questions

Are Staff Governors similar to staff-side representatives?

No, the role of staff governor is significantly different from that of a Trades Union representative (or professional bodies). Staff governors do not work on behalf of individual staff members or represent individuals to resolve

Additional Information

For further information, you may find the following websites useful:

NHS Improvement:

www.improvement.nhs.uk

Care Quality Commission:

www.cqc.org.uk

Reference Guide for NHS Trust Governors

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/284473/Governors_guide_August_2013_UPDATED_NOV_13.pdf