Agenda Item No. 17

The Queen Elizabeth Hospital King's Lynn
NHS Foundation Trust

REPORT TO THE BOARD OF DIRECTORS (IN PUBLIC)

RESPONSIBLE DIRECTOR:	REPORT FOR:		IMPACT ON BUSINESS:		
Mandy Ashton, NED & Interim FTSUG	Decision		High	Med	Low
	Discussion	√		√	
	Information				
LEAD MANAGER:	**REPORT TYPE:**		**BAF REFERENCES & RAG:**		
Ciara Moore Chief Transformation Officer	Strategic				
	Operational				
	Governance	√	**RELATED WORK: (PREVIOUS PAPERS TO COMMITTEE)**		
PEER ASSIST:	**PEER REVIEW:**				
Gill Rejzl Trust Secretary					
CQC Domain: (safe, caring, effective, responsive, well-led)	Well-Led				

Meeting Date: **31 July 2018**

Report Title: **Freedom to Speak Up Guardian (FTSUG) update – Q1 2018**

PURPOSE:

To report to the Board in respect of the activities of and referrals made to, the Freedom to Speak Up Guardian, in Q1 2018.

REPORT:

QUARTER ONE 2018

Referrals received

Five (5) FTSUG referrals have been received via the Trust Secretary, to Mandy Ashton (NED and Interim FTSUG).

One case has been closed and four remain open at the time of writing.

Open Cases

One case is subject to an independent investigation, which will commence week beginning 6 August 2018 in the Maternity Department.

One further case will be subject to an independent investigation, week commencing 6 August 2018, should the staff concerned decline to utilise local management or whistle blowing procedures, as suggested by the FTSUG.

The remaining two cases are being resolved via local management procedures.

Themes necessitating 'change' in the organisation

Mental health and wellbeing support for staff needs review within the Trust and, where indicated, within Occupational Health service provision. There would appear to be limited options available to staff who are experiencing such concerns. This has been discussed with Karen Charman, Director of HR and the issue will be explored via the Workforce Committee.

Active listening to staff concerns (whatever they may be) by management is essential. This is a recurrent theme within the Trust and requires remedy.

Next steps

The Trust's Q1 FTSU data will be uploaded to the National Guardian's website by the deadline in early August.

An appointment will be made to the position of FTSUG within the next few weeks. The appointee will be independent of the Trust. Mandy Ashton will revert to her role as NED, becoming the NED lead for 'Freedom to Speak Up' (FTSU), once the substantive appointment has been made.

The Chief Transformation Director has assumed the executive lead for FTSU. Interim arrangements will need to be considered as the current post holder (Ciara Moore) leaves the Trust at the end of August.

RISK ASSESSMENT (CROSS-REFERENCE WITH RISK REGISTER WHERE APPROPRIATE):

Strategic / External	Operational/ Organisational	Financial	Clinical	Legal/ Regulatory	Reputational / Patient Experience
	√		√	√	√

RECOMMENDATION/S:

The Board is invited to:

- receive this report and note its contents
- agree interim arrangements for the Executive lead to support FTSUG work, following the departure of the Chief Transformation Director
- agree interim cover for the role of FTSUG during August, when Mandy Ashton is on leave