

Council of Governors – Skills Audit and Training Plan

Council of Governors	Item: 11
22nd January 2019	Enclosure: E
Purpose of the Report: To provide the Council with the outcome of responses to the skills audit.	
For: Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
Sponsor (Executive Lead):	Susan Simpson, Director of Corporate Governance
Author:	Susan Simpson, Director of Corporate Governance
Author Contact Details:	Susan.simpson19@nhs.net 020 8934 2522
Recommendations: Council members are asked to note the areas identified for development for the Council of Governors in 2019/20.	

Council of Governors – Skills Audit and Training Plan

A request to complete a skills audit survey online was circulated to Governors in December 2018 for completion of the survey by 8th January 2019.

The survey asked Governors to assess their level of knowledge against the range of topics agreed by the Council of Governors Training and Development working party in 2017 as the key areas of skills and knowledge required to carry out the governor role effectively.

By the closing date, 16 members of the Council of Governors had completed the survey. The links circulated enabled the information to be analysed according to length of time in post, in order to assess the different levels of need according to experience.

Information from the skills audit will be used to inform the Training Plan for 2019/20.

Question areas - skills and knowledge required

1. Understanding of the structure of the NHS, the provider/commissioner role and the governor role within this context
2. Knowledge of the statutory role of the CoG, associated duties and an appreciation of the parameters of the governor role
3. An understanding of public accountability and local ownership within the health economy
4. A broad understanding of NHS finance and how NEDs assure the long-term finances of the Hospital
5. Knowledge of the basic structures of the Hospital and how key individuals fit within them
6. Top level understanding of quality indicators of the Trust and how NEDs assure quality of services and patient experience
7. An overview of the Hospital's future plans and perspective on the risks the Trust faces
8. Understanding of the role of the Non-Executive Directors and the skills to hold the Board to account through the NEDs
9. The skills to fulfil responsibilities for membership engagement
10. Effective questioning and challenge

Survey Data (summary)

Data is presented in three categories:

- All respondents
- Governors with 1-3 years' experience
- Governors with 4+ years' experience

Overall, all respondents indicated the following as the top three areas for further knowledge.

1. An overview of the Hospital's future plans and perspective on the risks the Trust faces
2. An understanding of public accountability and local ownership within the health economy
3. A broad understanding of NHS finance and how NEDs assure the long-term finances of the Hospital

Governors with 1-3 years' experience listed the following as the top three areas for further knowledge.

1. An understanding of public accountability and local ownership within the health economy
2. = An overview of the Hospital's future plans and perspective on the risks the Trust faces
2. = Understanding of the role of the Non-Executive Directors and the skills to hold the Board to account through the NEDs
2. = Effective questioning and challenge

Governors with 4+ years' experience listed the following as the top three areas for further knowledge.

1. An overview of the Hospital's future plans and perspective on the risks the Trust faces
2. A broad understanding of NHS finance and how NEDs assure the long-term finances of the Hospital
3. Understanding of the structure of the NHS, the provider/commissioner role and the governor role within this context

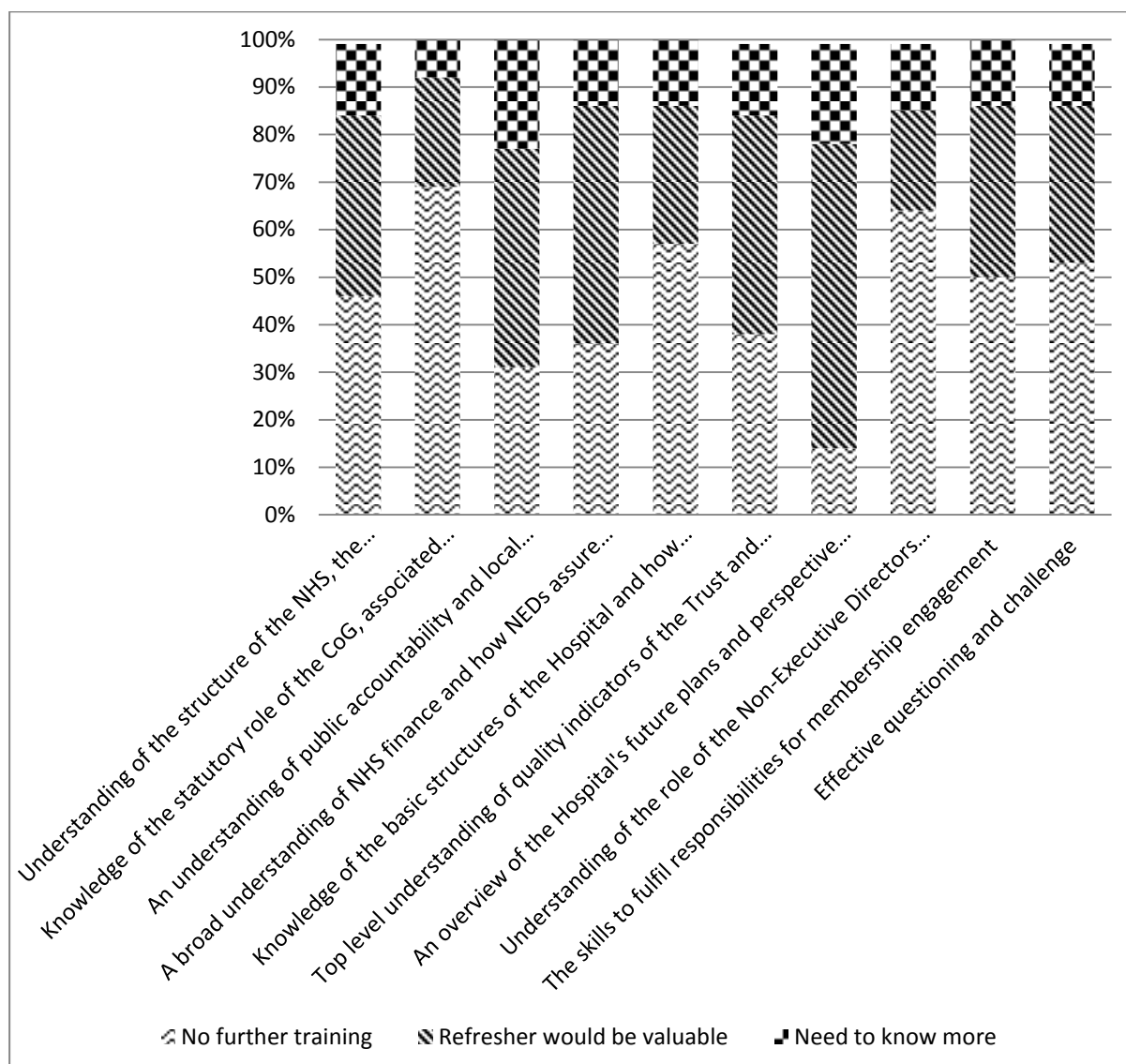
Recommendations

Council members are asked to **note** the areas identified for development for the Council of Governors in 2019/20.

Governor Skills Audit Survey - January 2019

Survey data (detail)

All respondents (16)



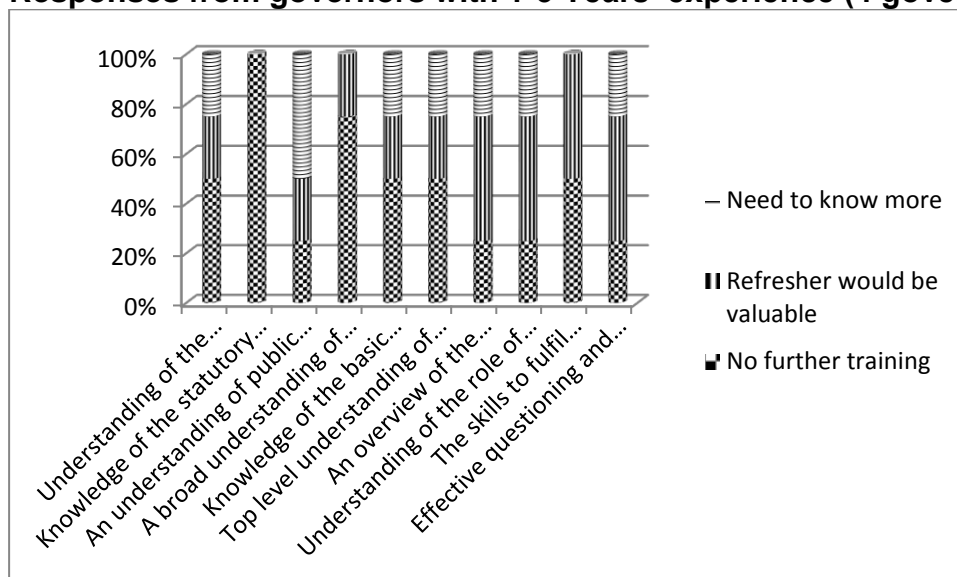
Top three areas for further knowledge:

1. An overview of the Hospital's future plans and perspective on the risks the Trust faces
2. An understanding of public accountability and local ownership within the health economy
3. A broad understanding of NHS finance and how NEDs assure the long-term finances of the Hospital

Individual comments:

- The Estates Strategy - status and implementation of
- The Hospital's legal responsibilities and its duty of care.
- The hospital estate/possible development
- Interested in services that affect all inpatients such as food provision and cleaning. These less exciting areas make a large impact on patient experience.
- Yes, how can i get involved effectively and make the difference.

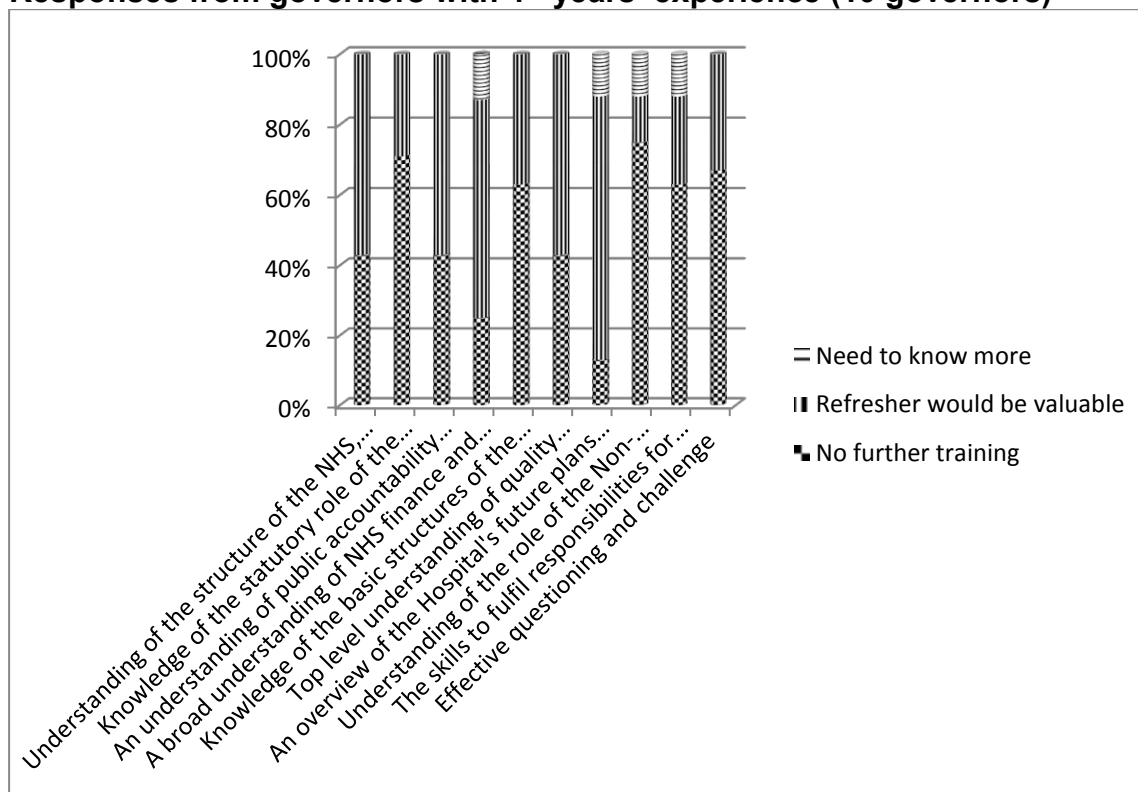
Responses from governors with 1-3 Years' experience (4 governors)



Top three areas for further knowledge:

1. An understanding of public accountability and local ownership within the health economy
2. = An overview of the Hospital's future plans and perspective on the risks the Trust faces
2. = Understanding of the role of the Non-Executive Directors and the skills to hold the Board to account through the NEDs
2. = Effective questioning and challenge

Responses from governors with 4+ years' experience (10 governors)



Top three areas for further knowledge:

1. An overview of the Hospital's future plans and perspective on the risks the Trust faces
2. A broad understanding of NHS finance and how NEDs assure the long-term finances of the Hospital
3. Understanding of the structure of the NHS, the provider/commissioner role and the governor role within this context