



AGENDA ITEM

3.1

CTM BOARD

CTMUHB RESPONSE TO THE INDEPENDENT (STEVE COMBE) REPORT INTO THE HANDLING OF THE SECONDEE CONSULTANT MIDWIFE REPORT INTO MATERNITY SERVICES, CWM TAF UNIVERSITY HEALTH BOARD

Date of meeting	30 January 2020
FOI Status	Open/Public
If closed please indicate reason	Not Applicable - Public Report
Prepared by	G Galletly, Director of Corporate Governance (Interim)
Presented by	G Galletly, Director of Corporate Governance (Interim)
Approving Sponsor	Choose an item. Chair
Report purpose	FOR APPROVAL

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals	Date	Outcome
Independent Members (Chair of Audit & Legal)	08/01/2020	SUPPORTED
Executive Team	13/01/2020	

ACRONYMS

N/A

1. SITUATION/BACKGROUND

- 1.1 At its meeting on 19 December 2019, the Board received an independent report into the handling of the Seconded Consultant Midwife Report, presented by the Independent Governance Advisor and report author, Mr Steve Combe MBE.
- 1.2 At the meeting of the Board held on 19 December 2019, the Board resolved to;
- Receive a detailed response to each of the recommendations in the Steve Combe Report;
 - To address the way in which the senior leadership team worked together including setting values and behaviours that aligned with the work currently being rolled out across the Health Board; and to
 - Consider any further, specific action that would be required as a result of the findings of the Review.

Resolutions a) and b) above were tasked to the Director of Corporate Governance (Interim) to work with the Independent Member Chair of the Audit Committee and Independent Member lead for Legal.

Resolution c) above was delegated to the Remuneration Committee for further consideration.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

- 2.1 Each of the resolutions in 1.2 above have been addressed in turn below;
- The independent report into the handling of the Seconded Consultant Midwife Report contained 7 specific recommendations. Each of these recommendations have been responded to in the following report. The Director of Corporate Governance worked with the involvement and contribution from Independent Member leads (Chair of Audit and Legal) in working through the recommendations in the report. The Health Board response, detailed in the following report, has been approved by the Executive Team.

The Steve Combe Report refers to a number of serious concerns which relate to specific failings in maternity services. Significant work has already been undertaken, and is continuing, to address these failings through the implementation of the Health Board's Maternity Improvement Plan, as overseen by the independent Maternity Oversight Panel.



- b) It is recommended that the values and behaviours of the Senior Leadership Team should be formulated in line with and informed by the evolution of the Values and Behaviours work already in progress across the Health Board. To establish a separate set of specific Values and Behaviours could be detrimental to ownership and role modelling.

It is however, proposed, that each Member of the Senior Leadership Team, and indeed Board, publically and pro-actively urgently re-affirm their commitment to the Nolan Principles of Public Life. All Board Members (Independent Members and Executives) are, on appointment, expected to uphold and demonstrate the Nolan Principles.

During January 2020, individual members of the Board and Senior Leadership Team (Management Board) are being asked to sign copies of the Nolan Principles, declaring and re-affirming their commitment to the following;

HOLDERS OF PUBLIC OFFICE.....

Selflessness	Should act solely in terms of the public interest
Integrity	Must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
Objectivity	Must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
Accountability	Are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
Openness	Should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for doing so.
Honesty	Should be truthful.



Leadership	Should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.
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Furthermore, the Director of Corporate Governance will revise the annual self-assessment format of the Committees to incorporate an assessment against the Values of Behaviours which will then be reported to the full Board.

It is also proposed that consideration be given, by the Chief Executive (Interim) to explore how the Board Development work currently underway with Deloitte could be utilised to further support the Executive Development Programme.

- c) At the Remuneration Committee meeting of the Board held on 19 December 2019, the Committee resolved to delegate to the Chief Executive, consideration of any further, specific actions that may be required as a result of the findings of the Review.

The Chief Executive reported back to the Remuneration Committee of the Board at its meeting on 10 January 2020 who supported the action being taken.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 The implementation of the actions in response to the recommendations within the Steve Combe Report (Appendix 1) will strengthen the governance arrangements of the Health Board.
- 3.2 The Values and Behaviours of the Senior Leadership Team will be taken forward with the evolving work on the development and implementation of organisational Values and Behaviours. Role Modelling by the Senior Leadership Team, including the Board, will be essential in setting the culture of the wider organisation.



4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	Yes (Please see detail below)
	Learning from the report will strengthen governance and subsequently improve quality, safety and patient experience
Related Health and Care standard(s)	Governance, Leadership and Accountability
Equality impact assessment completed	Not required
	Independent Report
Legal implications / impact	Choose an item.
	Consideration will be given to any legal implications associated with the recommendations made in the report.
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Main Strategic Objective	To provide strong governance and assurance
Link to Main WBFG Act Objective	Commitment to corporate social responsibility and improving health & social equity, work with our staff, partners and communities to build strong local relationships and solid foundations of the past

5. RECOMMENDATION

5.1 The Board is asked to **DISCUSS** and **APPROVE:**

- 5.1.1 The attached action plan in response to the recommendations arising from the Steve Combe Report (Dec 2019); and
- 5.1.2 Re-affirming individual commitment to the Nolan Principles.