

## **Governance Structure (last updated December 2016)**

### **Trust Board**

Trust Board meetings are held monthly, in public. With the exception of August and December when generally a meeting will not take place however the date is set aside should one be required.

The following pages detail the members of the Trust Board and their roles and detail on the high level sub-committee structure.

Details of Board meetings and those for the Council of Governors are available on the website:

Trust Board meetings: <http://www.bsmhft.nhs.uk/about-us/board/>

Council of Governors: <http://www.bsmhft.nhs.uk/members-and-governors/meetings-of-the-council-of-governors/>

Trust Constitution: <http://www.bsmhft.nhs.uk/about-us/trust-documents/constitution/>



## Foundation Trust Board



**John Short**  
Chief Executive



**Sue Davis, CBE**  
Chair



**Brendan Hayes**  
Chief Operating  
Officer and Deputy  
Chief Executive



**Hilary Grant**  
Executive Medical  
Director



**Sue Hartley**  
Executive Director  
of Nursing



**Sandra Betney**  
Executive Director  
of Resources



**Joy Warmington**  
Non-Executive  
Director



**Dr Nerys Williams**  
Non-Executive  
Director



**Barry Henley**  
Non-Executive  
Director



**Waheed Saleem**  
Non-Executive  
Director



**Gianjeet Hunjan**  
Non-Executive  
Director



**Professor  
Russell Beale**  
Non-Executive  
Director



**Deborah Lawrenson**  
Company Secretary/  
Head of Legal  
Services

### Contact us

Address:  
Birmingham and Solihull Mental Health NHS Foundation Trust  
Unit 1, 50 Summer Hill Road, Birmingham, B1 3RB

Telephone: 0121 301 0000  
Email: [comms.team@bsmhft.nhs.uk](mailto:comms.team@bsmhft.nhs.uk)  
Website: [www.bsmhft.nhs.uk](http://www.bsmhft.nhs.uk)

## **Non-Executive Directors**

### **Sue Davis CBE, Chair**

Sue Davis CBE was appointed as Chair for the Trust in November 2011. Sue's extensive experience over the past 30 years as a senior non-executive in public bodies began at Shropshire County Council, where she served as a county councillor for 17 years, including eight years as Chair of social services, seven years as Chair of the pension fund, and four as Leader. During her decade at Telford Unitary Authority, Sue served as its first Chair of Education, then as cabinet member for resources. Sue also spent 12 years serving on national local government bodies.

In September 2011, she took office as Chair of the National Childminders Association, the first non-childminder to be appointed to this role. Sue was a member of the Shropshire FHSA in the 1980s, served on Shropshire Health Authority from 1998 to 2002, and was Chair of Telford Primary Care Trust from 2002 until she was appointed as Chair for Sandwell and West Birmingham Hospitals NHS Trust in June 2006.

Chair of Trust Board, Remuneration Committee and Council of Governors

Sue is Vice Chair of the NHS Providers Association, Chair of Audit for West Midlands Police and a Director of West Midlands Constitutional Convention.

### **Joy Warmington, Non-Executive Director and Vice Chair**

Joy was appointed as Associate Non-Executive Director on 3 January 2012 and appointed as Non-Executive Director in April 2013. She became Vice Chair in 2016. She has extensive experience in the public and voluntary sector with particular experience in working with health trusts on issues of service development, equality and human rights issues, regeneration and education. Joy is Chair of the Integrated Quality Committee.

Chair of Integrated Quality Committee

Joy is the CEO of BRAP, and holds a number of external roles including being a steering group member of WRES and a member of the Birmingham and Solihull Social Economy Consortium and is currently working with NHSE on special projects working in the public, patient and participation team.

### **Barry Henley, Non-Executive Director**

Dr Barry Henley was appointed as Non-Executive Director in July 2013, a role he has previously held at Heart of Birmingham teaching PCT and the Birmingham and Solihull NHS Cluster. Barry brings a wealth of experience and expertise in private industry and the public sector prior to joining the Trust. He was Chief Executive of Chubb group companies in the UK, Singapore and Australia, before becoming Chief Executive of the faculty of engineering and computing at Birmingham City University. He subsequently became a knowledge transfer partnership advisor on dozens of innovation projects for the Technology Strategy Board. Barry is also a councillor representing the Brandwood ward on Birmingham City Council.

Chair of Finance Planning and Productivity Committee

Barry is also a Director on Service Birmingham and a Governor of King Edwards Schools.

### **Gianjeet Hunjan, Non-Executive Director**

Gianjeet Hunjan was appointed as non-voting Associate Non-Executive Director on 1 September 2015 and became a voting NED in 2016. She is a qualified accountant with extensive experience in the NHS and Education sector. Her background includes working at director level in a variety of health care roles for over 20 years. She is a Chartered Accountant and has a Master of Arts in Finance and Accounting from Leeds Metropolitan University.

Chair of Audit Committee

Gianjeet works at the University of Birmingham as a College Finance Manager, is Chair of ACCEA West Midlands and a Governor for Oldbury Academy and Ferndale Primary School

### **Waheed Saleem, Non-Executive Director**

Waheed was appointed as Associate Non-Executive Director in July 2013 and became a voting NED in 2015. He is a management consultant working in the public and voluntary sectors. Waheed graduated from the London School of Economics, a fellow of the RSA and a member of the Association of Corporate Governance Practitioners. His background includes working at director level in a number of strategic roles in the NHS, most recently as a PCT Locality Commissioning Director in Birmingham. Waheed has led significant regeneration programmes, advised the Government on neighbourhood renewal policy and community development, and was instrumental in developing leadership programmes for young people and mentors in inner city schools.

Chair of Mental Health Legislation Committee

Waheed holds chair and nonexecutive director positions at a number of major national and regional public and voluntary organisations including the Strategic Police and Crime Board for the West Midlands.

### **Dr Nerys Williams, Non-Executive Director and Senior Independent Director**

Dr Nerys Williams was appointed as Non-Executive Director on 1 December 2011. She is a qualified doctor specialising in the field of occupational health medicine and has worked in both clinical, regulatory and strategy/health policy roles including work for Health and Safety Executive and Department for Work and Pensions. Nerys was appointed as the Senior Independent Director for the Trust in May 2013.

Chair of Charitable Funds Committee

Nerys holds a number of external roles including work with PWC on their Fit for Work Programme, the GMC and Solihull MBC for whom she is a member of their independent Remuneration Panel. She is also an associate Professor at the University of Warwick.

## **Executive Directors**

### **John Short, Chief Executive**

John has been Chief Executive of the Trust since April 2013. He has been at the forefront of the Trust's work to improve staff, service user and carer engagement and demonstrate a real Trust wide focus on service quality. He began his career as a mental health social worker with local authorities and worked in a number of different settings, before moving onto mental health services management in the NHS over twenty years ago. John has worked in a number of Trusts providing services ranging from inner city to rural services. He has held a number of posts including Senior Manager Mental Health Services at the West Midlands Regional Office, Director of Mental Health and Learning Disability Services in Shropshire, Chief Operating Officer at Cheshire and Wirral Partnership Foundation Trust and Director Change Programmes and Chief Operating Officer in Leicestershire. His first CEO post was as interim Chief Executive of Leicestershire Partnership Trust from 2011 until his appointment in Birmingham and Solihull. John has led numerous service and organisational changes in his career, including steering many mental health services in their move from care in impersonal large asylums to care that is increasingly community and person centred and compassionate.

### **Brendan Hayes, Chief Operating Officer and Deputy Chief Executive**

Brendan joined the Trust in July 2013. As a qualified nurse with a strong mental health and operational management background, Brendan has a wealth of experience gained in a number of senior NHS roles. Most recently he was Director of Operations and Nursing at Northamptonshire Healthcare NHS Foundation Trust.

### **Sandra Betney, Executive Director of Resources**

Sandra joined the Trust in February 2013. She brings with her a host of skills and strong experience, and plays a key role in advising our Board on issues around the Trust's fiscal performance, information governance and its estate. Sandra has over 20 years' experience in the NHS. Most recently as Director of Finance and Commerce and Deputy Chief Executive at 2gether NHS Foundation Trust. Prior to this Sandra was Director of Finance and Procurement at the NHS Information Authority. Sandra has a degree in economics and is a fellow of the Chartered Association of Certified Accountants. Sandra is Director of the Trust subsidiary Summerhill Supplies Limited.

She is also an Audit Committee member on the British Horse Society, a member of the Finance and General Purposes Committee of NHS Providers and a Director of FTN Trading Limited.

### **Sue Hartley, Executive Director of Nursing**

Sue joined the Trust in March 2014 and was previously Director of Nursing at Walsall Healthcare NHS Trust. She has a strong background in nursing, performance management and service redesign. She is a registered nurse and trained in Birmingham at the Queen Elizabeth Hospital. Sue has held various nursing and management posts and has worked in a number of senior management positions including Deputy Head of Performance at the West Midlands Strategic Health Authority. Sue has a passion for nursing and allied health professional (AHP) leadership, with a focus on the quality of care and experience given to service users and their carers

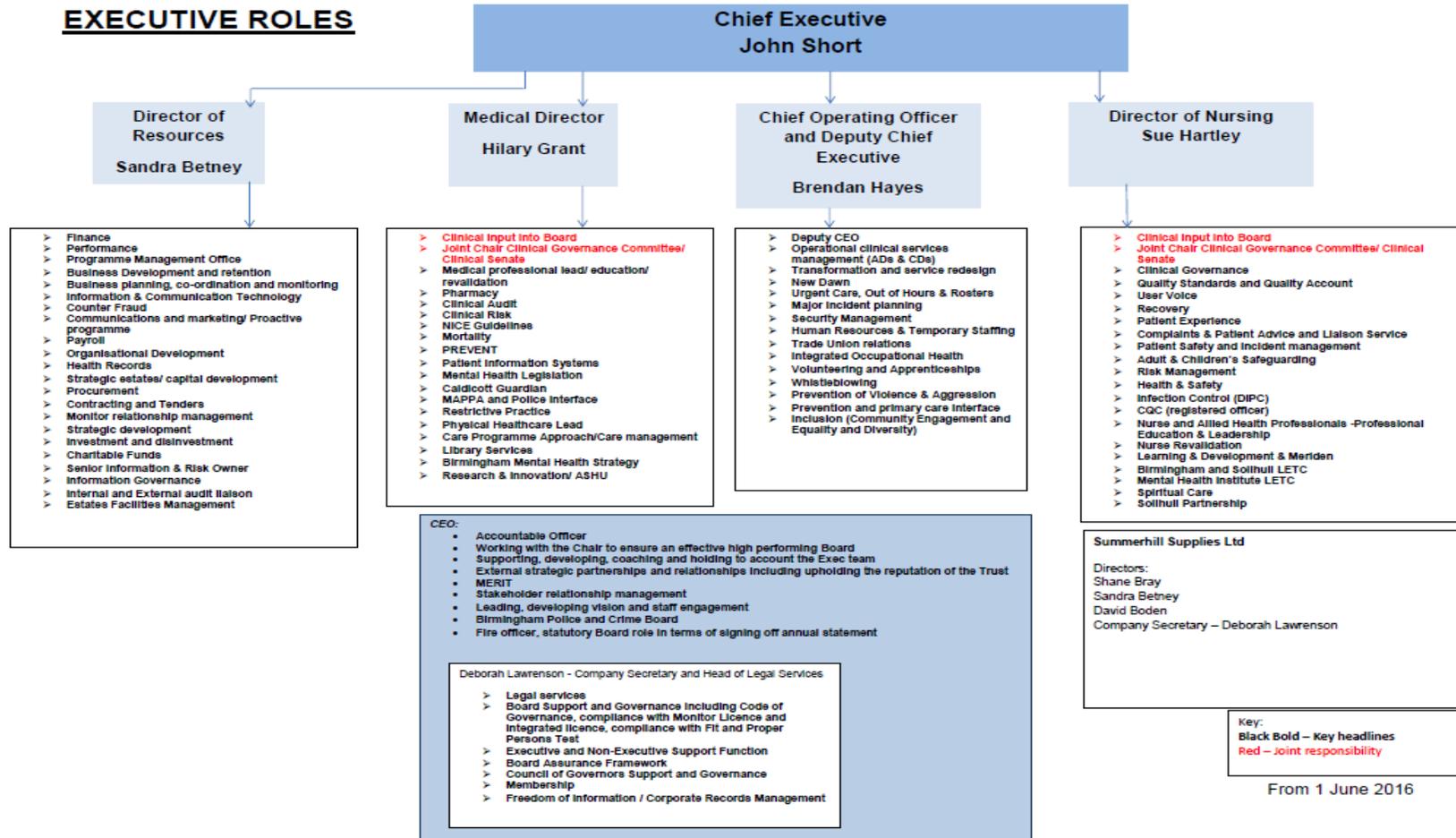
### **Dr Hilary Grant, Medical Director**

Hilary was appointed to the Board in April 2016. She has been with the Trust for 23 years, the last three as a Clinical Director. As Medical she is responsible for medical, psychology and pharmacy leadership at the Trust. She has played a significant role in the development and opening of the Trust's Forensic Child and Adolescent Mental Health Service (FCAMHS) in 2003 and has undertaken extensive service development and redesign which led to the service being shortlisted for an HSJ award in 2010, winning a National Patient Safety Award in 2011 and being the first unit in the country to be accredited by the National Autistic Society in 2012. Hilary is a tireless advocate for service user empowerment and raising standards of care in Forensic Child and Adolescent Mental Health Services

The Trust Board is supported by the Company Secretary and her team

### **Executive Roles**

## EXECUTIVE ROLES



Board governance arrangements

**Governance** The principle committees of Trust Board and their responsibilities are set out as follows.

### **Audit Committee**

The role of the Audit Committee is to oversee arrangements and review findings for

- Governance, Risk Management and Internal Control
- Internal Audit
- External Audit
- Other assurance functions
- The Audit committee receives and reviews the top risks identified from Trust Risk Registers on a quarterly basis.

### **Integrated Quality Committee**

The role of the Integrated Quality Committee is to

- Provide assurance to the Board on the effectiveness of the quality and safety for service users
  - by keeping under review the effectiveness of the financial and operational performance of the Trust
  - compliance with expected regulatory standards relating to clinical effectiveness and safety and patient experience

### **Remuneration Committee**

The role of the Remuneration Committee is to review reports on

- Appraisal and approve remuneration of the Chief Executive and Executive Directors
- Annual benchmarking data related to remuneration of Board level positions
- Ensure appropriate arrangements are in place and followed with regard to termination of Board Executive Director appointments
- Ensure all provisions regarding disclosure of remuneration including pensions of Board Directors are fulfilled

- Remuneration for the Non-Executive Directors, and recruitment to those roles is managed through the Council of Governor's Nomination and Remuneration Committee.

### **Finance Planning and Productivity Committee (replaced the former Planning and Development Committee)**

The role of the Finance, Planning and Productivity Committee is to

- Provide assurance on finance, performance and productivity systems and processes to approve any business cases in line with the SFI's and scheme of delegation.
- Seek any and all explanations and information it requires from any employee or contractor of the organisation to achieve the Committee's purpose.
- Review and approve all staff related aspects of significant business development submissions including staffing mix, staff costs, structural efficacy and engagement plans to ensure that proposed changes are in line with the Trust's agreed employee proposition and staff engagement objectives'
- Have authority to approve policies appropriate to the work of the Committee, as defined by Policy for Management of Policies
- Review and discuss the R & D strategy prior to approval at Trust Board
- Oversee, promote and provide assurance that the research and innovation work of the Trust is positively impacting on the Trusts services.

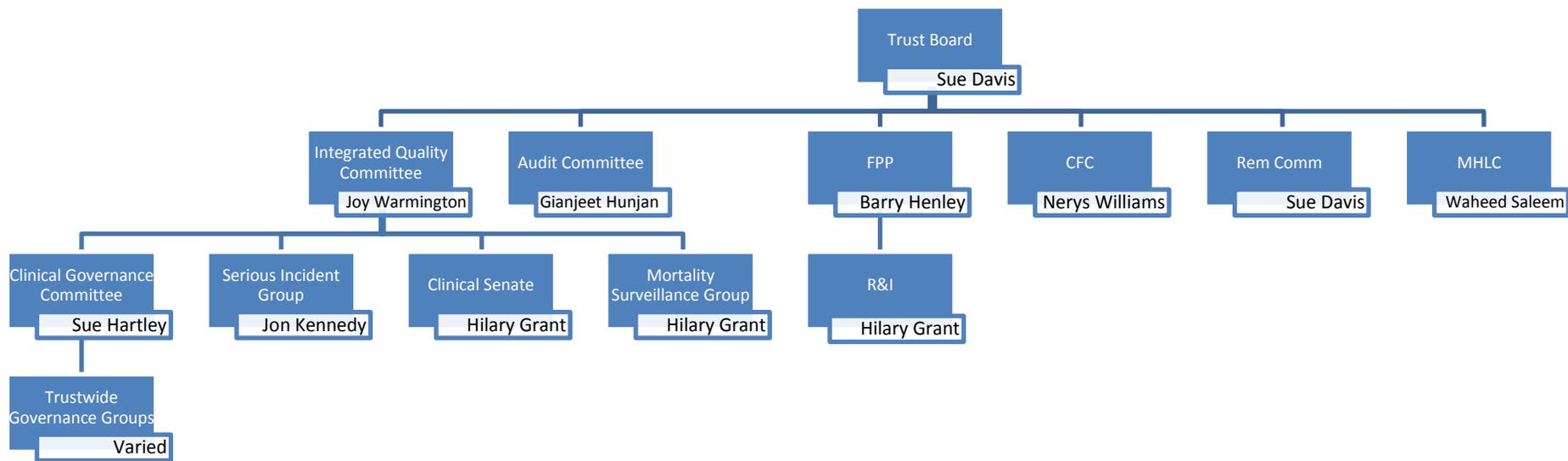
### **Mental Health Legislation Committee**

The role of the Mental Health Legislation Committee is to

- provide assurance to the Board on all matters related to the administration on MH legislation with reference to guiding principles laid out in the Code of Practice
- to monitor and scrutinise the result of CQC visits and other relevant external reports
- to review assurance there are an appropriate number of suitably skilled and qualified Lay Managers in place within the Trust
- to approval MHL related policies and procedures and scrutinise their application
- to continually assess and review risks to compliance with MHA legislation

Each Committee provides a report to the Board following each meeting and they undertake annual reviews of their effectiveness.

The Trusts Committee Terms of Reference are published on the website please follow the link: <http://www.bsmhft.nhs.uk/about-us/trust-documents/committee-terms-of-reference/>



Management Team and their sub groups/committees – diagram

