

**EXECUTIVE SUMMARY**

**REPORT TO THE TRUST BOARD**

**HELD ON 20<sup>TH</sup> MARCH 2013**

|                              |                          |
|------------------------------|--------------------------|
| <b>Subject</b>               | Ensuring an Open Culture |
| <b>Supporting TEG Member</b> | Mark Gwilliam            |
| <b>Author</b>                | Mark Gwilliam            |
| <b>Status<sup>1</sup></b>    | Approved                 |

**PURPOSE OF THE REPORT**

To inform the Board of Directors of the arrangements in place to ensure an open culture and to consider any additional actions required at this stage

**KEY POINTS**

1. The Report outlines the arrangements in place within the Trust for ensuring an open NHS culture.
2. The Report outlines how the Trust ensures that the clauses in contracts of employment and compromise agreements entered into with departing employees are within the spirit of the guidance contained in the letter from the Rt Hon Jeremy Hunt, MP, and Secretary of State for Health.

**IMPLICATIONS<sup>2</sup>**

| <b>AIM OF THE STHFT CORPORATE STRATEGY 2012-2017</b> |  | <b>TICK AS APPROPRIATE</b> |
|--|--|----------------------------|
| 1  | Deliver the Best Clinical Outcomes                 | √                          |
| 2  | Provide Patient Centred Services                   | √                          |
| 3  | Employ Caring and Cared for Staff                  |                            |
| 4  | Spend Public Money Wisely                          |                            |
| 5  | Deliver Excellent Research, Education & Innovation |                            |

**RECOMMENDATIONS**

The Board is asked to consider the letter from the Rt Hon Jeremy Hunt, MP, and Secretary of State for Health. The Board is also asked to approve this Report.

**APPROVAL PROCESS**

| <b>Meeting</b> | <b>Date</b> | <b>Approved Y/N</b> |
|----------------|-------------|---------------------|
|                |             |                     |
|                |             |                     |
|                |             |                     |

<sup>1</sup> Status: A = Approval  
A\* = Approval & Requiring Board Approval  
D = Debate  
N = Note

<sup>2</sup> Against the five aims of the STHFT Corporate Strategy 2012-2017