

## **Key Messages from the Board meeting held on 7<sup>th</sup> September 2021**

**Report from the Chair** – Tony Osmanski provided an update on the staff director election process. All four candidates have met with the Chair and CEO to talk about the role ahead of the election campaign and voting process opening on 20<sup>th</sup> September. The elected staff director will attend their first Board meeting in October.

Tony Osmanski and Ian Hutchison were invited to participate in the ICS Board appointments and the interviews for the Chair were held on 2nd September. The successful appointment will be announced once approved by the Secretary of State. A CEO will also be appointed for the ICS Board and this recruitment process will be commencing soon.

The Board discussed the future of virtual and online Board meetings. Paul Benton said that, although the restrictions have been lifted from a public perspective, as a healthcare organisation ECCH still has the associated risks with staff being in contact with Covid-19 patients and therefore we should continue with current meeting arrangements, which includes the online option. ECCH staff are maintaining social distancing rules and wearing masks at all sites and Paul Benton suggested that the blend of holding meetings virtually and in person is working well. Adele Madin agreed with the hybrid model and said that the flexibility works well; the virtual attendance also provides an opportunity to demonstrate a reduction in our carbon footprint. Tony Osmanski agreed that this could be reviewed again at the end of the year.

**Report from the CEO** – Ian Hutchison outlined that the level of activity in the system at the current time is very significant and the system pressures are similar to winter levels, which is unusual and very challenging at this time. There are relatively few Covid-19 patients in ICU at the moment so the challenges are due to a combination of increased volume of activity and staff sickness absence. Tony Osmanski raised the issue of staff being fatigued and asked how morale is holding up generally; Ian Hutchison said that mostly staff are still very positive. Simon Bragg noted that the feeling of exhaustion is across the support services and is not just related to front-line staff. The Leadership Team has made a decision to use agency staff where possible so that annual leave can still be taken. Adele Madin said that our system partners are contributing to the good morale by being very complimentary about our staff and thanking staff for their support.

**Shareholder Report** – The Board received the Shareholder report for the reporting period 30<sup>th</sup> June to 2<sup>nd</sup> September 2021. Four new applications have been received in this reporting period and after Board ratification the total number of shareholders will stand at 580 and equates to 85% staff ownership. It is important to note that this report includes the TUPE transfer of staff from the Children's Speech & Language Therapy service which accounts for the significant number of leavers during this reporting period.

**Board Schedule of Business – Gender Pay Gap Report** - The Board received the Gender Pay Gap Report, for review and approval. Deborah French briefly outlined the content of the report, highlighting that the gender pay gap looks at the difference in the average hourly rate of pay (median and mean) between male and female employees. This is different to equal pay, which is the difference in pay between men and women who carry out the same jobs, similar jobs or work of equal value. The Gender Pay Gap Report is based on rates of pay within ECCH as at 31st March 2020. The mean gap is a calculation of the average pay of male versus female employees within ECCH. The median gap is a calculation of the exact mid-point between the lowest and highest-paid male versus female employees within ECCH. The mean gender pay gap for ECCH was 12.53% in favour of males. The median gender pay gap for ECCH was 0. From the analysis of the data, it is clear that ECCH's mean gender pay gap does not stem from paying men and women differently for doing

the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. This is identified at Board level (personal pay bracket). Furthermore, there is evidence of a slight pay gap in favour of men within a number of pay bands (Agenda for Change) and this is due to the length of service within the banding. Removing the hourly rates for all those within the personal pay bracket would reduce our gender pay gap to 2.74% in favour of males. ECCH is below the average mean % gap of 16.45% for all employers with 500-999 staff that have submitted their gender pay gap data as at June 2021 (918 employers). The Board endorsed the Gender Pay Gap Report Board and approved this for external publication.

**East Coast Support Fund** - The Board received the East Coast Support Fund Annual Report, provided by Amy Vallis, Staff Director. ECCH holds a fund which is used to support good causes to the value of £1,000 per quarter. The report shows the spending to date and has been presented to the Board for information and awareness. Anna McCreadie said that it is great to see where the money is being spent and said that it is important to receive feedback from the organisations ECCH has supported and this will also be incorporated into future reports.

**Report from the Integrated Governance Committee** – Anna McCreadie outlined that the committee held a lengthy discussion around staff absence and sickness rates and the significant increase in patient contacts since March 2021 and as a result a report will be submitted to the next IGC which will bring together all the indicators contributing to the stress factors within the system. Tony Osmanski thanked Anna McCreadie for the clinical assurance and extended this to all colleagues for their continued support and dedication during these particularly challenging times due to the pandemic.

**Report from the Staff Directors** – The Board received a comprehensive report from the Staff Directors which covers key messages from the Shareholder Council and activities undertaken by the Staff Directors. Clare Weller said that the staff directors are very committed to their role. Ian Hacon attended the August Shareholder Council meeting and commented that he was very impressed with how the meeting had been chaired and the contribution to the meeting agenda from all members.

**Operational Performance** - The Board received a report on Operational Performance which Adele Madin talked through in further detail; work has commenced on looking at combining performance data and quality data and also a piece of work has commenced to look at Statistical Process Maps which involves looking at trigger points. Discussions are taking place with our system partners regarding the ageing well data and how we can demonstrate continuous improvement. Adele Madin commented on the fact that these areas of work and exploration are very exciting and has energised the Business Intelligence (BI) team. Tony Osmanski thanked A Madin and asked for thanks to be passed on to the Operational and BI teams involved in this work.