

Birmingham City Council

Joint Health Overview and Scrutiny Committee Birmingham City Council and Solihull Metropolitan Borough Council

Date: 25th July 2023



Subject: Report on 3 Independent Reviews of University Hospital
Birmingham NHS Foundation Trust

Report of: David Melbourne, ICB Chief Executive
NHS Birmingham and Solihull

Report author: David Melbourne, ICB Chief Executive
NHS Birmingham and Solihull

1 Purpose

- 1.1 The follow up report into concerns raised about University Hospitals Birmingham NHS Foundation Trust has been [published](#) on the 30th June, showing good progress against previous recommendations.

The report comes after a patient safety review, led by Professor Mike Bewick and published in March 2023, set out that services at the Trust were safe but that there were a number of areas of concern, particularly with regards to governance and leadership, culture and staff welfare.

The initial review made a series of recommendations which the Trust has accepted in full and is committed to addressing, having already made good progress in a number of these areas.

- Dame Yve Buckland has been appointed as permanent Chair of the organisation, driving forward a revised approach to Board governance designed to create a culture of continuous improvement as well as resetting the tone of the organisation.
- Additional committees have been established for finance and performance, quality and safety and workforce and organisational development, supported by a clear reporting structure.
- A Board development programme has been implemented, reflecting key findings of NHS England's well-led review and a number of new Non-Executive Directors (NEDs) have been recruited, bringing new skills and a fresh perspective.
- The Trust is also moving towards a new group operating model, which will create local leadership at hospital/site level, enabling each hospital to run services according to local patient need and expertise.

- The Interim Chief Executive has established and embedded a staff engagement programme meeting regularly, online and face-to-face, with hundreds of staff each week.

The follow up report also considers the ongoing work of the culture review, commissioned by the Trust, and NHS England's well-led diagnostic, which has also been published on the 30th June. More work still needs to be done to ensure appropriate improvements are made across the Trust and its hospital sites, which the leadership team has fully committed to, supported by the ICB and the wider health and care system.

This follow up report also highlights some further areas for consideration, which will be looked at in more detail through the ongoing culture review.

These areas include:

- Concerns over GMC referrals and the overall processes around this in place at the Trust;
- Concerns over the integrity of data entry in cardiac surgery;
- Concerns over allegations of misogynistic behaviour and sexual harassment.

2 Recommendations

2.1 None. Update for information.

3 Any Finance Implications

3.1 None.

4 Any Legal Implications

4.1 None.

5 Any Equalities Implications

5.1 None.

6 Appendices

[Report](#)

[Appendix 1](#)

[Appendix 2](#)

[Appendix 3](#) – UHB’s Board papers including well-led diagnostic

[Appendix 4](#)

UHB - [Summary of action and progress taken by UHB from December 2022 to June 2023 \(PDF, 1 MB\)](#)