

Council of Governors

Date:	12 th December 2022
Agenda item:	9
Title:	NED Presentation – Paul Fairhurst
Items:	Presentation Paul Fairhurst, Non-Executive Director

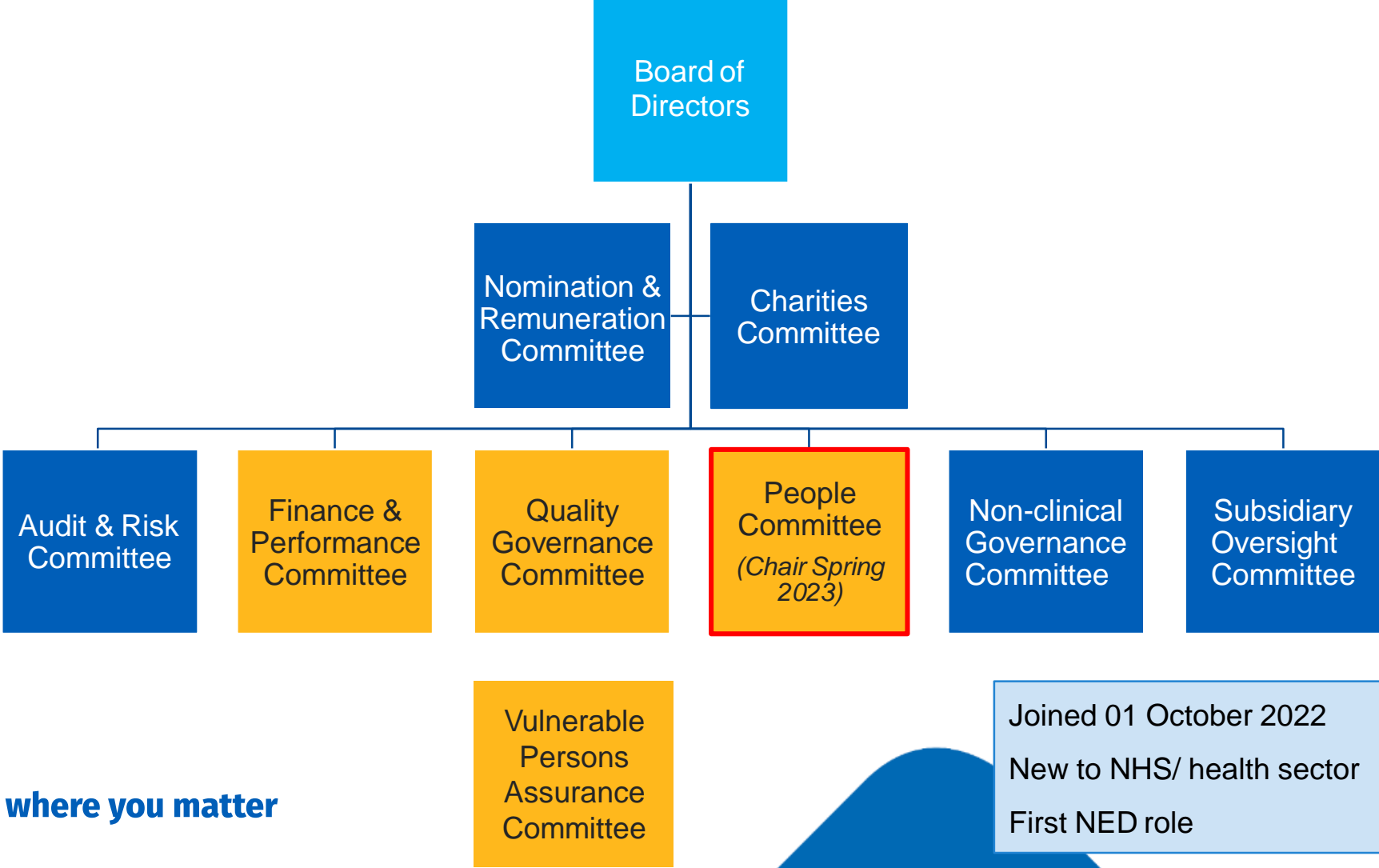
NED Presentation

Paul Fairhurst – Non Executive Director

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RUH system of integrated Governance



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People Committee Purpose & Objectives

Monitor the Trust's activity to achieve its True North goal 'to be an outstanding place to work where staff can flourish

Assurance to the Board that the Trust is discharging its strategic priorities and statutory responsibilities relating to its people and their development

Discharge this function by

Supporting the development of a strategy to engage the workforce to become more productive and effective

Championing workforce and organisational development issues

Considering workforce plans and improvement plans

Ensuring adequate oversight of all workforce areas

Monitoring key workforce metrics to ensure delivery of expected standards

Receiving reports to provide assurance around compliance

Liaising with other Board Committees on relevant cross committee issues



People Committee Membership and Format



3 x NEDs	Medical Director or Chief Nurse
CEO or Deputy CEO	Head of Corporate Governance
Director for People & Culture	Director of Strategy
Other staff by invitation	Staff Governor as Observer

	Agenda
Chaired by NED	Capacity: maximise collaborative working across System; recruitment; strategic workforce plan
4 meetings annually	Capability: health and wellbeing; maximising potential; RUH leadership framework
Annual Work Plan	Culture: staff experience/engagement; Diverse & Inclusive; compassionate leaders
Written Report to Board	Governance: BAF risk; performance dashboard; committee self-assessment

Th

NED Onboarding & Induction

Induction

1:1s all NEDs
1:1s all Executive Directors
Go and see visits

Mandatory training (14 courses)

Equality, Diversity & Human Rights
Freedom to Speak Up
Safeguarding Adults & Children
Information Governance

NHS Providers

Working with Governors
NHS Finance for Senior Leaders
Effective chairing of meetings
NED Induction (Feb 2023)
Risk Management (Mar 2023)

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NHS Performance Management for NEDs (Mar 2023)



25 Year Commercial Career

Law, Liquor & Leisure

7 years as corporate lawyer

City law firm, Simmons & Simmons Privatisations, public listings, mergers & acquisitions

**14 years with Bass/
InterContinental Hotels Group**

In-house lawyer – international brewing division
Czech Republic, China

Asia Pacific Business Development - growth and protection of hotel brand portfolio through capital investment, joint ventures and partnerships

4 years with Diageo PLC

Head of Asia Pacific business development team – including investments in Vietnam, Indonesia

Project lead in South Korea

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Return to UK and Career Transition



14 Years in Asia

We went for three!
Singapore – Shanghai – Singapore
Came home married and with two kids!
Moved to Bath, then Box

**4 years in not for profit
Jubilee Sailing Trust**

Operations Director
Strategy, Planning & Policy Director
Board Secretariat
Safeguarding Lead

Early retirement 2019

Health grounds

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Golden Threads & Lessons Learned

Complex, foggy, high stakes, cross-cultural situations

Find and join the dots; create a cogent strategy and plan

Align the key stakeholders

Conduct a talented orchestra

Team delivery of exceptional outcomes

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Active listening
Flexible communication style
Respect
Humility
Patience
Persistence
Humour and fun



My Lived Experiences

Spinal cord injured

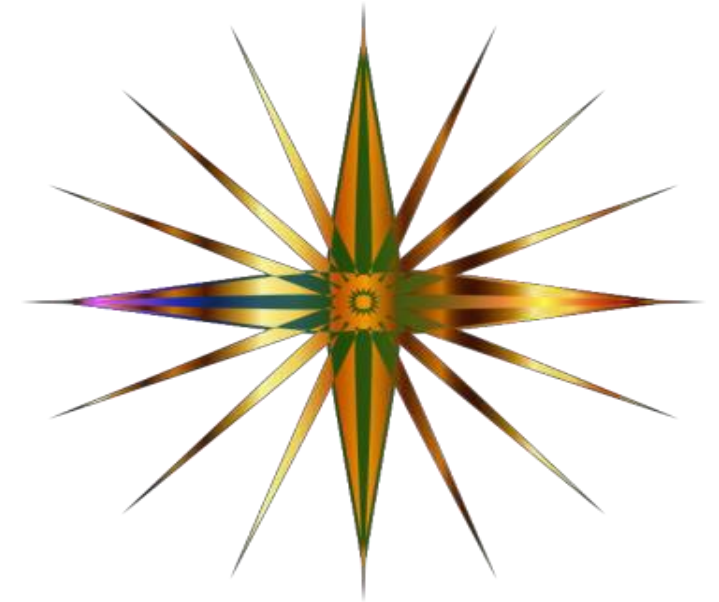
2011: high level, incomplete
Walking quadriplegic
Secondary health issues

Hearing loss

2015 viral attack, total in right ear
Partial in left

A lifelong learning journey

Highs and lows
Experiences, people, places
Personal insights: my virtues, values,
vulnerabilities
Purpose: my true north



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My Semi-Retired Life

designability

back up

transforming lives after spinal cord injury

NHS

Royal United Hospitals Bath
NHS Foundation Trust

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