

Freedom of Information Request: FOI 3090 2023/24

Birmingham and Solihull ICB reported to the Joint Health Overview and Scrutiny Committee that a selection panel chaired by Roger Kline had been established to select an external organisation, to conduct a culture review of University Hospitals Birmingham NHS Foundation Trust:

"An independent chair – Roger Kline - has been appointed to chair the selection panel for the organisation that will oversee the Culture Review"

<https://eservices.solihull.gov.uk/mginternet/documents/b30622/University%20Hospital%20Birmingham%20Review%20Update%2013th-Mar-2023%2014.00%20Joint%20Health%20Overview%20and%20Scruti.pdf?T=9>

Please disclose the following:

1) The full membership of the selection panel and members' credentials for the task at hand

Shortlisting:

- Dame Yve Buckland, Chair of University Hospitals Birmingham NHS FT
- Roger Kline, Independent Chair of UHB Culture Review Reference Group
- Mehrunnisa Lalani, Non-Executive Director and Chair of People and Culture Committee UHB
- Cathi Shovlin, Chief People Officer
- Fiona Alexander, Director of Communications, has Staff Experience and Staff Engagement in portfolio

Selection:

- Dame Yve Buckland, Chair of University Hospitals Birmingham NHS FT
- Roger Kline, Independent Chair of UHB Culture Review Reference Group
- Mehrunnisa Lalani, Non-Executive Director and Chair of People and Culture Committee UHB
- Professor Mike Bewick, BSol ICB-commissioned Patient Safety Review Lead and report author – identified culture themes to be carried through in to culture review
- Giles Peel, BSol ICB-commissioned Patient Safety Reviewer and report contributor – identified culture themes to be carried through in to culture review
- Cathi Shovlin, Chief People Officer
- Fiona Alexander, Director of Communications, has Staff Experience and Staff Engagement in portfolio

Their credentials are evident from the relevance of their role to the culture review.

2) The terms of reference for the selection panel

Assessment against terms of reference for the culture review specification, considering:

1. Experience and credibility in undertaking a high quality culture review of this scale and in our current context

2. Experience in undertaking culture reviews both within the NHS and wider – important that they understand the NHS but also seek added value in what can be gained from wider sectoral experience
3. Demonstration of understanding of culture, our organisation, our values and the different stakeholder groups
4. Demonstration of understanding of equality, diversity and inclusion, and their approach to embedding this through culture review
5. Approach to the culture review – how they will maximise opportunities to hear all voices and how they will approach engagement and trust-building in our current context
6. The team – their diversity and ability to reflect our staff, and the gravitas with which they can engender trust and credibility
7. Scale – their ability to undertake the review in all its complexity and in the depth required within the timeframe
8. Value for money – price, timescale and any additional services they would include

3) The remuneration to selection panel members

- Dame Yve Buckland, Chair of University Hospitals Birmingham NHS FT
– no additional remuneration above fees paid re role as Chair of UHB
- Roger Kline, Independent Chair of UHB Culture Review Reference Group
£900.00
- Mehrunnisa Lalani, Non-Executive Director (NED) and Chair of People and Culture Committee UHB
– no additional remuneration above fees paid re role as NED of UHB
- Professor Mike Bewick, Patient Safety Review Lead and report author
– not paid by UHB
- Giles Peel, Patient Safety Reviewer and report contributor
– not paid by UHB
- Cathi Shovlin, Chief People Officer (CPO)
– no additional remuneration above fees paid re role as CPO of UHB
- Fiona Alexander, Director of Communications
– no additional remuneration above fees paid re role as Dir of Comms of UHB

4) The work schedule and time table given to the selection panel

Tender process close	17.02.2023
Proposals distributed for review	21.02.2023
Shortlisting of proposals	03.03.2023
First-round shortlist interviews	07.03.2023
Final selection interviews	14.03.2023 and 16.03.2023
Outcomes confirmation	17.03.2023

5) The reporting requirements given to the selection panel

Reporting requirements to UHB Board and BSol ICB via Dame Yve Buckland as Chair and Commissioner of Review

6) Declarations of interests by selection panel members

None

7) The appointment process applied to selection panel members and which UHB officers led this appointment process

Selection panel members were identified and appointed by Dame Yve Buckland as Chair and Commissioner of the Review. Their relevance to the Culture Review is evident from their role:

- Roger Kline, Independent Chair of UHB Culture Review Reference Group
- Mehrunnisa Lalani, Non-Executive Director and Chair of People and Culture Committee UHB
- Professor Mike Bewick, Patient Safety Review Lead and report author – identified culture themes to be carried through in to culture review
- Giles Peel, Patient Safety Reviewer and report contributor – identified culture themes to be carried through in to culture review
- Cathi Shovlin, Chief People Officer
- Fiona Alexander, Director of Communications

8) The dates on which selection panel members were appointed

- Roger Kline, Independent Chair of UHB Culture Review Reference Group, 08.02.2023
- Mehrunnisa Lalani, Non-Executive Director and Chair of People and Culture Committee UHB, 08.02.2023
- Professor Mike Bewick, Patient Safety Review Lead and report author, 06.03.2023
- Giles Peel, Patient Safety Reviewer and report contributor, 06.03.2023
- Cathi Shovlin, Chief People Officer, 08.02.2023
- Fiona Alexander, Director of Communications, 08.02.2023

9) Details of any NHS England involvement in the establishment of the selection panel and selection of panel members

No involvement

10) For example, did NHS England suggest, guide, or help UHB in the choice of selection panel members?

No involvement