

QUESTIONS FOR STAFF AND PUBLIC MEMBERS

Q: Does it cost anything to be a member?

A: No, it's free to be a member.

Q: Who can become a member?

A:

- Members of the public aged 16 or over who live in or near Lincolnshire can join the public constituency relevant to where they live.
- Members of staff who are employed on a permanent contract with the Trust, those who hold fixed term contracts of 12 or more months, honorary contract holders, staff registered on the Trust's bank, volunteers and healthcare students will also be eligible for membership.

Q: What does being a member mean?

A: Members of an NHS Foundation Trust will have a number of important roles, including:

- Electing their representatives to serve on the Council of Governors.
- Standing for election as a governor.
- Putting themselves forward for appointment as Non-Executive Directors (including the Chairman) of the NHS Foundation Trust.
- Receive regular information on the Trust and its services.
- Be consulted on plans for future development of the NHS Foundation Trust and its services.

Q: What benefits are there to stakeholders and the public who become members?

A: Members will be kept updated and involved in the Trust's work and will have the opportunity to become involved in shaping the future plans by becoming governors.

Q: What benefits are there for staff who become members?

A:

- Staff will have even more opportunities to become more involved in the development of services.
- Will elect and vote for their constituency governor to represent them.
- Can become a governor and vote for the Non-Executive Directors appointments.
- Becoming an NHS Foundation Trust will provide a longer term stable organisation.
- It will demonstrate that we have met financial and service standards set by the DoH. This will therefore strengthen our reputation as a successful Trust, attracting and retaining high calibre staff.

Q: Will staff have their pay cut?

A: No, we operate under national pay agreements and as we will continue to be part of the NHS we will continue to work under that arrangement.

Q: Will staff terms of employment change?

A:

- No, NHS Foundation Trusts don't affect the continuity of service of staff. Staff will continue to have full access to the NHS pension scheme and other NHS benefits.
- Like almost all other NHS organisations, NHS Foundation Trusts use the new national Agenda for Change pay and conditions scheme. They cannot use unfair competition to attract staff.
- However they will be able to develop a range of local initiatives. These may include new types of jobs, new ways of working and more flexible shift patterns to meet local needs.

Q: How many members will the Trust have?

A: There are no set numbers for membership, but a Trust our size will aim to recruit around 13,000 members. This will include the 7,000 staff. There will be a plan to grow the membership year on year. The balance of 6000 represents approximately 1% of the population the Trust serves.

Q: Will being a member take up a lot of extra time?

A: No, not necessarily. Members will receive a variety of information but won't have to attend meetings if they don't want to. They will however be able to give their views on relevant issues for governors to act on. Governors will have to commit more time to their responsibilities but this isn't expected to be excessive.

Q: What is the role of the governors of an NHS Foundation Trust?

A:

- Governors represent the interests of NHS Foundation Trust members (public and staff).
- Governors hold the Board of Directors to account for performance of the Trust and to exercise statutory duties.
- Governors appoint or remove the Chair and Non Executive Directors of the Trust.
- Governors approve the appointment of the Chief Executive.
- Governors decide the remuneration, allowances and terms and conditions of office for the Chair and other Non Executive Directors.
- Governors appoint or remove the Trust's auditor.
- Governors receive the Trust Audit Report and scrutinise the Trust's Annual Plan.
- Governors assist in membership recruitment and development.
- Governors lead "Member Focus Groups".
- Governors play a critical role in making sure that information flows from both the community to the Board of Directors and from the Board of Directors to the community.

Q: Who is eligible to become a governor?

A: All members are eligible for nomination and election to become a governor unless they are disqualified as per section 14 of the Constitution (please contact the Foundation Trust Office on 01522 572301).

Q: Why should I become a member of ULHT rather than any other?

A: You should join the NHS Foundation Trust if you are a resident in Lincolnshire and/or you use local services so that you can influence the services within your local community.

Q: Does membership of the ULHT NHS Foundation Trust preclude a person from joining any other?

A: No, you can join any other NHS Foundation Trust as long as you meet their eligibility criteria.