

## **The four CQC inspections of mental health trusts which specifically looked at directors' qualifications:**

### **Pennine Care NHS Foundation Trust, 28 January 2021**

*"Fit and Proper Person checks were in place. The trust policy on pre-employment checks covered criminal record, financial background, identity, right to work, employment history, professional registration and qualification checks. We reviewed the personnel files of all directors on the board. In all the files we reviewed evidence was provided which showed that all relevant checks had been done. However, there was limited information on medical fitness in all but two personnel files."*

<https://api.cqc.org.uk/public/v1/reports/71d9af71-1773-4450-8ae5-4f50ee6c5119?20210116070508>

<https://www.cqc.org.uk/sites/default/files/20190125%20Amended%20Pennine%20Care%20NHS%20Foundation%20Trust%20Evidence%20Appendix%20%20INS2-4200112942.pdf>

### **Hertfordshire Partnership University NHS Foundation Trust, 15 May 2019**

*"Fit and proper persons checks were in place. We reviewed the personnel files of senior staff and found that checks were carried out, disclosure and barring checks were completed on appointment and within the last three years. There was an annual declaration of interests and records maintained of professional qualifications and registrations with expiry dates present. Appraisals were completed, with actions identified"*

<https://api.cqc.org.uk/public/v1/reports/b91ee113-7d3c-4ce7-bb83-97f643d98407?20210116075706>

[https://www.cqc.org.uk/sites/default/files/Hertfordshire\\_Partnerhip\\_University\\_NHS\\_Foundation\\_Trust\\_Evidence\\_appendix\\_published\\_15\\_May\\_2019\\_0.pdf](https://www.cqc.org.uk/sites/default/files/Hertfordshire_Partnerhip_University_NHS_Foundation_Trust_Evidence_appendix_published_15_May_2019_0.pdf)

### **Cambridgeshire and Peterborough NHS Foundation, 5 September 2019**

*"NHS trusts are required to ensure that all directors are fit and proper persons. The trust had ensured that relevant policies and procedures included the requirement to check all future senior staff had met this standard. During the inspection the trust provided us with details of all the checks they had undertaken to meet this regulation. We reviewed the personnel files of senior staff and found that checks were carried out, disclosure and barring checks were completed on appointment and within the last three years. There was an annual declaration of interests and records maintained of professional qualifications and registrations with expiry dates present. Appraisals were completed, with actions identified."*

<https://api.cqc.org.uk/public/v1/reports/48235b14-fcdf-4c17-87b8-6caf4cea61af?20210115221612>

[https://www.cqc.org.uk/sites/default/files/Cambridgeshire\\_and\\_Peterborough\\_NHS\\_Foundation\\_Trust\\_Evidence\\_appendix\\_published\\_05\\_September\\_2019.pdf](https://www.cqc.org.uk/sites/default/files/Cambridgeshire_and_Peterborough_NHS_Foundation_Trust_Evidence_appendix_published_05_September_2019.pdf)

### **Sussex Partnership NHS Foundation, 7 June 2019**

*"There were processes in place to ensure that new directors met the fit and proper person requirement criteria. All necessary checks had been undertaken, though we identified the need for more information to be obtained of evidence of qualification for one non-executive director. The monitoring of the requirements was overseen by the remuneration or nominations committee, depending on the board members' role as an executive or non-executive director."*

<https://api.cqc.org.uk/public/v1/reports/e90ccfcd-17b4-45c4-ac9b-1b9634cf915e?20210116064310>

[https://www.cqc.org.uk/sites/default/files/Sussex\\_Partnership\\_NHS\\_Foundation\\_Trust\\_Evidence\\_appendix\\_published\\_07\\_June\\_2019.pdf](https://www.cqc.org.uk/sites/default/files/Sussex_Partnership_NHS_Foundation_Trust_Evidence_appendix_published_07_June_2019.pdf)