

# 3<sup>rd</sup> Kark Reference Group Meeting Notes

## 4<sup>th</sup> November 2019

In attendance:	Title:
Andrew Foster	Chair, Improving Leadership Culture Workstream
[REDACTED]	[REDACTED], Department of Health
Chris Hopson	Chief Executive, NHS Providers
Henrietta Hughes	National Guardians Office
Loretta Outhwaite	Interim Chief Executive, Institute of Healthcare Management
[REDACTED]	Queen's Nurse
Jon Restell	Chief Executive, Managers in Partnership
Gina Naguib-Roberts	Director of Workforce Strategy, NHS England & Improvement
[REDACTED]	[REDACTED], NHS Leadership Academy
Julie Screaton	Chief People Officer, Guy's and St Thomas' NHS Foundation Trust
Joe Smith	Policy Advisor, NHS England & Improvement
Matthew Tait	Head of Acute Sector Policy, CQC
Julie Wood	Chair, NHS Clinical Commissioners

### Introductory remarks

1. The Chair welcomed members to the third reference group on implementing the recommendations of the Kark Review and briefly ran through all recommendations again for reference.

Andrew highlighted the focus of the session was to be on whether a new system of regulating senior managers was required. The group were asked to consider whether the 3 options outlined [REDACTED] [REDACTED] were the right ones. If so, views were invited on which was the most appropriate and what considerations needed to be given to how we might implement.

### Discussion

2. The following comments were made, and questions raised:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

On the back of the latter question raised, there was agreement from the entire group that [REDACTED] [REDACTED] was a sensible starting point for the steering group and that an equality impact assessment would need to be conducted.

[REDACTED]

3. For the next part of the discussion, the DHSC representative was [REDACTED] then be able to offer their thoughts further.

[REDACTED]

Once this detail was provided, the group raised the following points [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

4. The Chair then asked the group to define [REDACTED]. The summary of this is provided below:

- [REDACTED]
- [REDACTED]
- [REDACTED]

The final point made by the group before the Chair brought the session to a close to reconvene again in 4-6 weeks, was that as soon as [REDACTED] [REDACTED]. We should consider how we make best practice employment recommendations and suggest areas for exploration or further probing to avoid the recurring issue around 'un-fit' Directors being redeployed in the system.