



## NETWORK DISPUTE RESOLUTION

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### **Introduction**

The Staffordshire, Shropshire & Black Country Newborn and Maternity Network is committed to reaching a speedy and just resolution of any disputes or grievances that may arise and that may threaten the harmonious functioning of the Network.

### **Purpose**

This policy is designed to set out the process for resolution of disputes or grievances involving the Staffordshire, Shropshire & Black Country Newborn and Maternity Network.

### **Authorisation**

David Loughton  
Chair  
Staffordshire, Shropshire & Black Country Newborn and Maternity Network

### Policy

The Staffordshire, Shropshire & Black Country Newborn and Maternity Network is committed to reaching a speedy and just resolution of any disputes or grievances that may arise and that may threaten the harmonious functioning of the Network. All Network members will follow the procedures set out below.

This policy refers to disputes:

- Between Network members
- By a member regarding a Network process
- By a member regarding a resolution of the Network

### Procedures

1. The dispute must be articulated in writing and sent to the Chair. The Chair must acknowledge receipt of this document within ten working days.
2. The Chair will use his/her discretion to bring the issue to the next ordinary Board meeting or call an extraordinary meeting.
3. When raised at the Board Meeting all people involved in the dispute will be given the right to be heard.
4. The matter should be heard with all Board members present, unless they have advised in writing that they are aware there is a dispute resolution meeting being held and they are unable to attend.
5. The Chair will call for a motion from the Board e.g. to seek further legal advice, to refer the matter to the Ethics Committee, to dismiss the complaint. The motion will be voted on by all members present at the meeting. See Network Board Voting Procedure in Appendix 1
6. A Network decision may be reviewed where:
  - New information has come to light that was not available when the original decision was made.
  - The Network has become aware of an error in previous information that was used to make the decision.
  - A Network member did not feel able to present his/her case.
7. Every question to be decided by the network board or at a network sub group meeting shall be determined by the majority of votes of members present. Where there is equal division of votes, the chair shall have a casting vote.
8. No matter which the network board or sub group has agreed may be rescinded or varied at a subsequent meeting unless that rescission or variation is a specific item of business on the agenda for that meeting.

### Related Documents

Network Board Terms of Reference  
Network Sub groups Terms of Reference

Appendix 1

Staffordshire, Shropshire & Black Country  
Newborn and Maternity Network



**NETWORK BOARD VOTING PROCEDURE**

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The terms of reference for the board clearly state that:

- Every question to be decided at a meeting shall be determined by the majority of votes of members present. Where there is an equal division of votes, the chair shall have a casting vote.

Each member of the board will have a vote.

**MEMBERSHIP**

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- One Representative from each provider Trust ie one vote per Trust. Where there is more than one representative present from a Trust it will be the responsibility of the lead representative to vote on behalf of their Trust. Lead representatives recognised by the board are:
  - Dr Bashir Muhammad, Walsall Healthcare NHS Trust
    - Deputy Angela Bubalo
  - Dr Kate Palmer, University Hospital of North Staffordshire NHS Trust
    - Deputy Lynn Davies
  - Dr Anand Mohite, Dudley Group of Hospitals NHS Foundation Trust
    - Nicola Taylor
  - Dr Tilly Pillay, Royal Wolverhampton Hospitals NHS Trust
    - Deputy Dawn Homer
  - Dr Kishor Tewary, Mid Staffordshire NHS Foundation Trust
    - Deputy Clare Gilg
  - Dr Sanjeev Deshpande, Shrewsbury and Telford Hospitals NHS Trust
    - Deputy Cathy Smith

However, if the lead representative does not attend it will be the responsibility of the deputy representative to vote. If either representative are unable to attend then an alternative representative can be appointed via the Chief Executive of the Trust in question with the Network Chair to be informed prior to the meeting.

- Chair (Experienced NHS Leader)
- Lead Clinician (Deputy Chair)
- Lead Obstetrician
- Network Manager/Lead Nurse
- Network Practice Educators
- Senior Midwife or a Deputy (nominated from Maternity Network Group)
- Parent Representative(s)
- Specialised Commissioner Representative
- CCG Representative
- West Midlands Maternity and Children's Strategic Clinical Network Representative
- Chair of each network sub group