

Agenda item:	6
Report title:	Proposal for a GMC Process to Support Honours Nominations
Report by:	Melanie Wilson , Head of Governance and Council Secretary, Corporate Directorate, melanie.wilson@gmc-uk.org , 0161 240 8331
Action:	To consider

Executive summary

Historically the GMC has not been involved in honours nominations. In the course our work we engage with individuals who go 'above and beyond' to help us achieve our patient safety goals. These individuals may or may not be registrants, but we currently do not use the honours system as a mechanism to recognise their contribution. In addition, this means that we do not formally nominate exceptional members of GMC staff, unlike other parts of the public sector.

Following feedback from SMT and a follow up conversation with the Honours secretary at the Department of Health and Social Care, a potential twin track process is emerging to enable the GMC to make nominations of its own staff and members and to offer 'light touch' support of nominations made by others in the system.

Recommendation

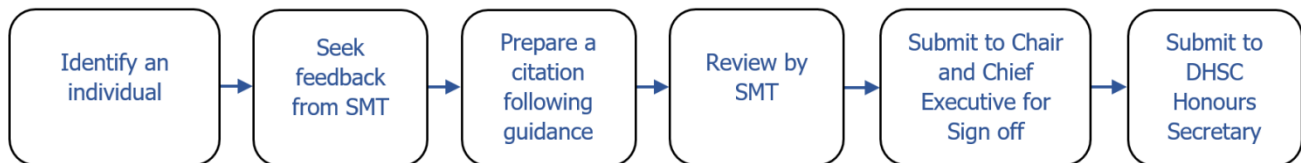
To consider the proposed GMC process to support Honours nominations.

Background

- 1** Historically the GMC has not been involved in honours nominations. In the course our work we engage with individuals who go 'above and beyond' to help us achieve our patient safety goals. These individuals may or may not be registrants, but we currently do not use the honours system as a mechanism to recognise their contribution. In addition, this means that we do not formally nominate exceptional members of GMC staff, unlike other parts of the public sector. Our status as a respected, independent regulator means that it is likely that any recommendations we make would carry substantial weight. Clearly, however, we want to avoid being in the position of using the honours system to secure awards for registrants which lead to questions of consistency, fairness and appropriateness. In addition, there is a risk that this kind of endorsement could be problematic if the registrant concerned were to act in a way that brought our judgment into question after an honour was awarded.
- 2** Following feedback from SMT and a follow up conversation with the Honours secretary at the Department of Health and Social Care, a potential twin track process is emerging to enable the GMC to make nominations of its own staff and members and to offer 'light touch' support of nominations made by others in the system.
- 3** To avoid the risks described in paragraph one, we do not propose that the GMC makes citations for external individuals.
- 4** [NB – there is a devolved nations perspective on this that needs to be taken into account. Each national government has its own honours secretariat which may provide an alternative route to the same outcome (a UK-wide award). GMC devolved offices may opt to build relationships with the relevant national arrangements though the process mirrors the DHSC.]
- 5** DHSC has an allocation of around 100 awards to be made in each round (Sovereign's Birthday and New Year), which usually breaks down to 4 K/DBEs, 10 OBEs and the remainder MBEs or British Empire Medals. As you are aware, K/DBEs are awarded to those whose contribution is nationally and internationally recognised, CBEs and OBEs recognise national or leading regional contributions, with MBEs and BEMs having a more local focus.
- 6** There are four sub-committees within the department that handle 'health' nominations, which break down into medical nominations, chaired by Sally Davies, leadership nominations, chaired by Simon Stevens, nursing, midwifery and AHP nominations chaired by Ruth May and Suzanne Rastrick and community care nominations chaired by Jonathan Marron. Each of these chairs meets with the Permanent Secretary of the Department to compete for their nominees to receive an award. This decision is ratified by the Cabinet Office.

For our own staff/members

- 7** This is a straightforward matter of completing the citation form at Annex A, and returning it to the DHSC honours secretary. We are advised that there is not a requirement for the GMC to seek letters of support for its nominations as would be the case if a member of the public was making a nomination. The citation should ideally be signed by the Chair or Chief Executive to demonstrate the organisation's support of the individual.
- 8** The citation should be clear about how and why a person's actions are over and above the expectations of the role, it should provide context about why an achievement is impressive and it should be clear about how it has made a difference – it must stand up to competition, ultimately.
- 9** We are advised to limit submission to one or two for each round. The lead time for a successful nomination can be up to eighteen months. For nominees approaching retirement, we are advised to make the nomination as soon as possible as it is less likely that an award will be made to someone who has actually retired.

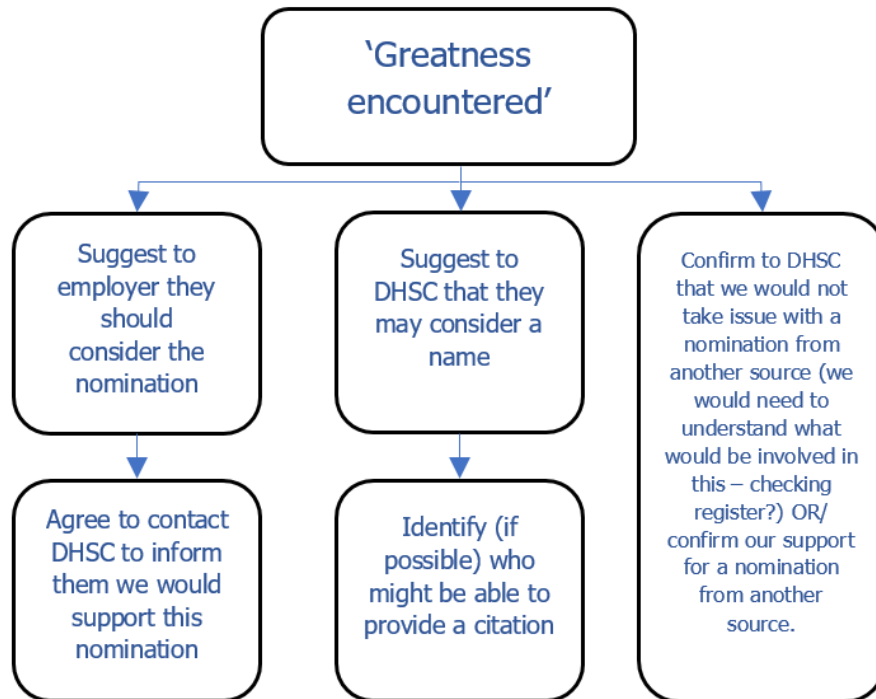


- 10** The recommendation is that this light touch process is adopted for internal nominations. The Governance team will support the process of ensuring review and sign-off of nominations through its support to SMT, Executive Board and Council if appropriate.

Where we 'encounter greatness'

- 11** In the case where we work with an individual external to the organisation who we believe would merit an award, there are a number of routes open to us that do not involve us making the citation itself:
 - a** We could flag the individual to their employer, suggesting that we would support them in making a nomination, and that we could write the employer a letter which describes their contribution without directly stating a judgment on their suitability to receive an honour.
 - b** We could pass names to the DHSC, ideally with a suggestion as to who might be best placed to write a more complete citation. DHSC would then investigate, though they stress their resource for this is limited.

- c We could agree to be approached by the DHSC as one of the bodies they consult when undertaking due diligence on the nominations made by others.
- d We could identify the individual to NHSE/I who make their own nominations.



- 12 The application of one of these light touch processes will depend upon the circumstances in which the organisation is working. SMT (and potentially Council members) will need, at the very least, to be sighted on the proposal and the process that is being used and this will be managed by the Governance team to ensure awareness and support of any individual circumstance of this nature. Acknowledging the confidential nature of any suggestion or nomination, directors will then be able to ensure awareness within their teams as necessary or relevant.
- 13 Executive Board is asked to approve the use of these processes, depending upon the circumstances, to enable the GMC to connect to the nominations process for either its own staff or members or for individuals with whom it works in order to further support its work to promote our patient safety goals.

6 – Proposal for a GMC Process to Support Honours Nominations

6 – Annex A

Honours Citation Form

**RESTRICTED – HONOURS
HONOURS CITATION FORM**

Dept (A-L)	Department of Health and Social Care			Dept (M-Z)	-----
Surname				Forename(s)	
Title		Post Noms		Preferred Name	AKA
Voluntary	<input type="checkbox"/>	Public	<input type="checkbox"/>	Gender	Female
Nominee's Origin	Not Known			Nominator's Origin	Not Known
Nationality					
Foreign	<input type="checkbox"/>				

List	NY	2019	Award	-----	Rating		Date of Birth		Approx DoB	<input type="checkbox"/>	Age	
Committee	Health				Category	Health						
Length of Service		In Current Post		In Grade		Leaving Post						
Prev Hons & Dates						Prev Recs & Dates						

Short Citation	(20 words in total - enter nominees job title, organisation followed by 'For services to _ _ _')										
Long Citation											
(480 WORDS/3000 CHARACTERS IMPACT STATEMENT)											
Voluntary and Charitable Services-											
(ADDITIONAL WORD COUNT FOR VOLUNTARY ACTIVITIES)											
Support from other Depts											

Building		No. & Street		Village	
Town		County		Postcode	
Country		Telephone		Secure Address?	<input type="checkbox"/>

Recommended	
Supported by	
COMMENTS (Honours and Appointments Secretariat only)	