

Minutes of the Council of Governors Meeting held on Thursday 29 June 2023 at 2pm via MS Teams

Present:

Helen Taylor Chair

Helen Rose Public Governor, Lead Governor

Emma Blowers Staff Governor, Colchester (left the meeting between Items 12 and 16)

Caroline Bowden
Trevor Catlow
Peter Coleman
Public Governor, Colchester
Public Governor, Rest of Suffolk
Public Governor, Rest of Suffolk
Staff Governor, Colchester

Sam Glover Stakeholder Governor, Healthwatch Essex

David Guest Public Governor, Colchester

Rebecca Hopfensperger Stakeholder Governor, Suffolk County Council Pride Mukungurutse Staff Governor, Colchester (joined prior to Item 6)

Tim Newton Public Governor, Ipswich Elizabeth Smith Public Governor, Rest of Essex

Sara Smith Stakeholder Governor, Anglia Ruskin University

Allison Weston Staff Governor, Ipswich

Barry Wheatcroft Public Governor, Rest of Essex

Jane Young Public Governor, Rest of Essex (joined during Item 6)

In attendance:

Nick Hulme Chief Executive

Eddie Bloomfield Non-Executive Director George Chalkias Director of Governance

Rebecca Driver Director of Communications and Engagement

Ann Filby Trust Secretary

Mike Gogarty Non-Executive Director (except for item 16)

John Humpston Non-Executive Director

Tammy Shepherd Head of Patient Experience (item 10)

Richard Spencer Non-Executive Director, Senior Independent Director Jonathan Baker Committee and Membership Secretary (Minutes)

Apologies for absence:

John Alborough
Harvey Crane
Public Governor, Rest of Suffolk
Public Governor, Ipswich
Public Governor, Rest of Essex
Public Governor, Rest of Essex
Public Governor, Rest of Essex
Public Governor, Colchester

Para no		Action		
Section 1 – Chair's Business				
19/23	1. Welcome and Apologies for Absence			
	The Chair welcomed everyone to the meeting and apologies were noted.			
20/23	2. Declarations of Interest			
	The Lead Governor, Helen Rose, informed the Council of Governors that their husband was no longer associated with West Suffolk Hospital, however remained as Audit Chair at Anglia Ruskin University which runs apprenticeships with ESNEFT.			
21/23	3. Minutes of the meeting held on 8 March 2023			
	The minutes of the meeting were confirmed as a correct record.			

22/23 4. Matters Arising from the minutes

The Trust Secretary informed the Council that the new Committee and Membership Secretary would be finalising the membership and engagement plan going forward, which would be brought to a future meeting. The Trust Secretary also confirmed that the Director of Governance would be providing an update to the Council of Governors about the Trust Constitution later in the meeting.

23/23 **5. Report from the Trust Chair**

The Chair introduced their verbal report:

- Industrial action had continued to be a challenge, alongside the post-pandemic recovery of the waiting list.
- The Board had been refreshed with a new Non-Executive Director and two new Associate Non-Executive Directors, with all making good contributions.
- Recent staffing changes, with Paul Fenton, Director of Estates and Facilities, having retired at the end of March, and Neill Moloney, Managing Director, moving to a new role at NHS England to lead on work with seven of the most challenged systems regarding urgent and emergency care. Giles Thorpe, Chief Nurse, will be leaving the Trust in August to take up a Chief Nurse role at the Mid and South Essex ICB.
- There is a monthly meeting with Trust Chairs in the local area, and it had been a year since the creation of the Integrated Care Board (ICB).
- The Expo event was highlighted, taking place at Wherstead Park, which would showcase the work of the ICB and Integrated Care System (ICS) which governors may wish to attend. The Chair also mentioned that it was volunteers' week next week, the opportunity to thank them for their work.
- The Suffolk Show, which governor colleagues also attended, would be discussed later on in the agenda. This was a great opportunity to promote ESNEFT in the community, and the Tendring Show was coming up on 8 July, which governors may wish to attend to support.
- Next week, as governors will start to see in the media, is both the fifth birthday of ESNEFT and also the 75th birthday of the establishment of the NHS, which will include a number of national and local events. Within the Trust there will be 'Big Tea' taking place on the older people's wards, and nationally there is a service taking place at Westminster Abbey with five ESNEFT colleagues due to attend. The Chair reflected on previous comments from Nick Hulme, Chief Executive, regarding the 75th birthday of the NHS, celebrating and looking back, whilst also looking to the future and how the health service needs to change, develop and transform. Governors were informed that Rebecca Driver and colleagues had been doing a lot of work around this with the Chair having recently done an interview about joining the NHS in 1978 and reflecting and acknowledging how much it had changed. Staff member Louie Horne, the Chair of the EMBRace Staff Network, had been recognised as part of the King's Birthday Honours, and highlighted that they are currently working nationally.

Assurance and Accountability

24/23 6. Chief Executive's briefing on Trust Activities

The Chief Executive gave a verbal update and started by providing information on ESNEFT waiting lists, including for cancer and emergency care, alongside the national position. More locally the Chief Executive highlighted the importance of looking locally and speaking to patients to recognise waiting list impacts. There remain significant challenges, with a balance required between building enthusiasm and recognising the pressures already in place. It was hoped that by the end of July, there would be no patients waiting over 78 weeks. Prior to the pandemic this pathway would have been 18 weeks, with 65 weeks having been added to the requirements. Further updates were provided:

 Industrial action has been taking place, one of the biggest distractions currently. Governors were informed regarding the latest position with regards nursing industrial action alongside junior doctors and consultants. The impact of the industrial action on appointments and operations was described, and the importance of patient safety throughout as appointments and procedures are cancelled and reorganised. A national solution is required with the Government and Unions to find a solution through a degree of compromise, noting that any offer needs to feel fair and equitable across wider public sector organisations, alongside affordability. With regard to the consultants' industrial action, the Chief Executive stated that as soon as it was announced a range of meetings had taken place to plan. This is a significant distraction from addressing the major waiting lists, emergency pathways and how care is provided in peoples' homes where appropriate. The Chief Executive paid credit to those who have worked hard on preparing for the industrial action and raised concerns about the speed of a resolution to the issue.

- There is likely to be an upcoming election, and that parties from all sides are beginning to bring health to the top of the agenda. In addition, a recent report from the King's Fund regarding efficiency, productivity and clinical outcomes was highlighted.
- With regard to the 75th anniversary of the NHS, the Chief Executive highlighted the importance of celebrating with the advances in medicine, and survival rates for cancer, but also looking at the NHS going forward. This would focus on updating processes for 21st century healthcare, looking at how it is delivered and investing in technology. There is also the factor of the advancing years population and managing a spectrum of different diseases. The Chief Executive suggested that it was now the time for a Royal Commission to look not just at health, but the welfare state to consider looking after an aging population. This is particularly after an event like the pandemic, reviewing service provision and how is it funded. What was designed 75 years ago may no longer be fit for purpose.

25/23 **7. Board Proceedings Report**

The Director of Governance introduced the report for assurance. This included the key matters as discussed at the last meeting of the Board in public in May, alongside a range of standard items. Discussions on maternity and neonatal services and the Well Led review were highlighted.

The Chair thanked the Director of Governance for the contribution and added that governors are welcome to attend Board meetings in public, but if governors aren't able to do so, this report provides a good background to proceedings.

26/23 8. Verbal reports from Board Committees

a. Performance Assurance/Performance and Finance Committee

Caroline Bowden, Public Governor, provided a brief update and stated that she found it very interesting and informative. It was the first meeting that she had attended.

The Chair thanked Caroline for the update and noted her own attendance at the same meeting with a deep dive on elective recovery which included a very impressive amount of information and analysis.

b. Quality and Patient Safety Committee

Helen Rose, Lead Governor, provided the report on behalf of Gillian Orves and Harvey Crane for the meeting that took place on 21 June. The Non-Executive Directors (NEDs) were very good at both challenging and supporting with lots of insightful questions to seek information or clarity. There was constructive conversation providing different ideas for the benefit of patients. The Chair was inclusive, summarising, clarifying, and reflecting on the issues in a concise and helpful way. There was also comment about difficulty in following the meeting due to the use of abbreviations.

The Chair thanked the Lead Governor, acknowledged the difficulty in following meetings when abbreviations are used, and the importance of avoiding their usage during meetings held in public.

c. People and Organisational Development Committee

Isaac Ferneyhough, Staff Governor, provided a summary from the meeting which he attended on 9 May, and which was John Humpston's first meeting as Chair. It was a great meeting, discussing interesting reports such as the Workforce Race Equality Standard and the Workforce Disability Equality Standard. Kate Read, Director of People and Organisational Development, provided the Committee with information on the important topic of race discrimination, with a real-world approach to it, which was refreshing and appropriate given the human nature of the Committee. The Committee also received a comprehensive update on the industrial action, with the Chair of the Committee welcoming comments and feedback on Committee effectiveness during and at the end and the meeting. In addition, Isaac provided information on the deep dive on Workforce planning/recruitment and raised the point about utilising more beds than we are funded for which can make staff feel like we are short staffed. The work by Louie Horne in chairing the EMBRace Network was considered and there is now a Violence and Aggression Reduction Group in place.

Isaac stated that the NEDs led quality discussions, with a potentially missed opportunity for a discussion around the pros and cons on the staff appraisals and the impact involved. Further to this Isaac also raised points around the work programme discussion and a review of the length of agendas may be required to ensure sufficient debate was possible. Overall the meeting was well chaired, with the next meeting taking place in July.

Sam Glover provided a further update highlighting that a full and frank discussion was encouraged and suggested that consolidating the discussions into an action point at the end of the agenda item would be helpful.

d. Audit and Risk Committee

David Guest, Public Governor, provided an update and the importance of the Committee looking into key areas around cyber risk was highlighted, with impressive monitoring of outstanding actions. An update was also received on the external audit review and a delay on the preparation of the annual report and accounts. The Committee was well chaired by Mark Miller, who is very experienced.

The Chair thanked David for the update and highlighted that Mark Millar, Non-Executive Director, is going to be run a seminar for those who are interested in the work of audit, both internal and external. In addition, the Chair stated that in terms of signing off the annual accounts, the aim is for these to be signed off by 17 July. The delay is not due to ESNEFT but capacity within the external auditors. This is an ongoing issue, with regular contact with BDO, the external auditors.

The Trust Secretary stated that it will not be possible to meet the July deadline, however the Trust is still required to submit the draft accounts and Annual Governance Statement. A further meeting will take place tomorrow with regards to timescales. The Chair stated that this is an ongoing process, and once the Board have approved the submission, it will need to be laid before Parliament prior to its publication, with the aim to have this completed prior to the summer recess. As last year, this is quite late.

e. Charitable Funds Committee

Peter Coleman presented a report as compiled by both Peter and Emma Blowers. For the March meeting, it was Eddie Bloomfield's last meeting as Chair, with Mike Gogarty taking over the role. Peter stated that they were impressed with the extent that the Committee goes to in order to verify that requests are suitable for charitable funding. The Committee includes a healthy level of challenge and takes care in spending resources wisely across the services that the Trust provides, equity across sites is discussed, whilst also recognising that the need across localities can be different. The Charitable Finance Report was highlighted, which is effectively discussed alongside other fund management issues. Peter appreciated the efficient running of the

Committee, with papers available in advance, and governor observers made to feel welcome.

The Chair thanked governors for their contributions and attendance at Committee meetings. Many other trusts don't give governors access in the same way, which raises the question regarding how Governors can hold NEDs to account.

27/23 9. Report from Lead Governor

The Lead Governor provided an update, aligned with the report circulated and welcomed any questions raised by the report. The Lead Governor noted that many governors had been signing up for tours of Trust wards, departments and community settings. These tours take place alongside the Patient Experience Team and NEDs to provide an understanding of services and facilities and providing an opportunity to meet staff. There is a timetable for this through to the end of the year. These tours were highlighted as a good opportunity for governors to get to know the Trust better. Governors can attend Board Meetings in public and ask questions at the end.

The Lead Governor informed the Council that they had met face to face with a group of Colchester and Ipswich governors to talk about ways of engaging with particular constituents. A meeting had been held with the Chief Executive and regular meetings are scheduled with the Trust Chair.

The Lead Governor had attended the opening of the Breast Cancer Centre at Ipswich Hospital in March, as well as attending NHS providers training, called Governor Focus, which was useful.

The Trust Secretary thanked the Lead Governor and Alison Ruffell for attending the Governors event and suggested that a further update on elements of this could be provided at a future informal meeting. The Trust Chair highlighted that the events include two free spaces, with funding provided for travel.

The Chair raised a further point with regards to the split of virtual and face to face meetings and suggested a small survey to gather governors' views on this, acknowledging that the next Council of Governors meeting is taking place face to face.

Briefings and Information

28/23 **10. Patient Experience and Carers Strategy**

The Head of Patient Experience, Tammy Shephard, advised that the strategy has been shared with both the Patient Experience Group, and the Quality and Patient Safety Assurance Committee, where it was approved. A summary of the report was included within the report, highlighting the purpose, how information was collected and how it links in with wider healthcare. The Head of Patient Experience highlighted that this was an existing project to work on with patient representatives and external stakeholders, and Anna Turner from the Communications and Engagement team was thanked for her support in producing the strategy. In addition, it was noted that the strategy is available in an easily accessible format to meet the requirements of the Accessible Information Standard, which means that more people will be able to access it.

The Chair thanked the Head of Patient Experience for the presentation and the strategy, and questioned whether there were some real-life examples where improvements had resulted from the patient experience work. The Head of Patient Experience briefed on the work with a young lady who presented their lived experience to the Board of Directors and they did not have the best experience. We are now working with the estates team on the Rosemary Suite at Colchester Hospital. Work is also underway with two governors and patient representatives on the endoscopy suite at Colchester Hospital, and some of the patient representatives are involved in the elective care centre. There is a lot taking place, listening to lived experiences in the hospital and the community.

HR/AF

Elizabeth Smith, Public Governor, provided the Council with further information with regard to participation in the strategy, acknowledging that at the beginning she did not believe that the strategy had reached its potential, however, following circulation of the draft it had improved and was an example of good co-production. Elizabeth noted that it was an incisive strategy, putting the patient and carer at the centre of everything.

In addition to the discussions above, Sam Glover, Stakeholder Governor, confirmed that their team had praised how easy it was for Healthwatch to work with the Head of Patient Experience, with members of the team working on the 15 steps programme and also the broader engagement.

David Guest, Public Governor, highlighted his experience as a patient last year, and commended the amazing compassion, professionalism and care experienced. The Chair thanked David for the contribution provided and highlighted that there are times when the Trust does not get everything right, and that is why it is important that the Board meetings start with a patient experience. These are powerful and sometimes difficult to listen to, which is where some of the greatest learning comes from.

Emma Blowers, Staff Governor, shared information as a patient and staff governor regarding the neonatal build in Colchester, and her invitation as a parent representative to give views on the new build. Emma also recognised the importance of bringing in additional contributions, such as the Miracle Babies Group, signposting to families and running surveys. Emma also mentioned community services in North East Essex and plans to run a cardiac rehabilitation survey to try and capture those that aren't attending the sessions to consider whether there is something different that could be done to assist attendance, such as transport, facilities or the type of programme being offered. A Tendring Neighbourhood Manager has recently been appointed and will be able to support the gathering of further responses face to face, rather than the previous method of paper surveys which garnered limited responses.

The Chair thanked the governors for the contributions and questioned whether the Trust does enough with regard to community services. The Chair thanked the Head of Patient Experience for the Strategy and her attendance at the meeting.

RESOLVED that the Patient Experience and Carers Strategy be noted.

Governance

29/23 11. Developmental Well-led Governance Review

The Chair briefly introduced the report, prior to passing on to the Director of Governance. An externally commissioned well-led review is a requirement for NHS Foundation Trusts every three to five years and this review was delayed slightly due to the pandemic. Deloitte undertook the work, which was conducted during the latter part of 2022. A number of governors were involved in focus groups, alongside questionnaires and interviews with a range of stakeholders and observations of the Board and Committees. The final report was received in March and following that an implementation plan has been created which is a living document. The Chair stated that overall, they were pleased with the report, acknowledging those areas that could be improved. Some of those had been previously recognised, such as the diversity on the Board, which was a consideration through the latest recruitment process. The report relates to information captured in the first part of the implementation plan as discussed at the Board meeting in May.

The Director of Governance thanked the Chair for the introduction and stated that the report was broadly positive, and the Trust is rated good within the well-led domain. Following receipt of the report the Executive Team held a meeting to discuss the emerging themes, which were brought together and were provided within the report. Implementation begins at pace and some examples of the actions that have been progressed were provided. In the first instance, the purpose of the Committees of the

Board has been restated, alongside scheduling of the Executive Management Committee, which going forward will be fortnightly, alternating between an operational and strategic meeting. The Director of Governance also spoke about working with the communications team to promote NED visibility and a Board Development plan was discussed in the previous month, and the Board was invited to endorse a range of principles. There has also been a review of the risk management framework, and the Board Assurance Framework is being redesigned, looking at the relationship between that and the operational risk registers and how the Trust can promote and maintain visibility of key risks at both Board and Committee level.

The Lead Governor stated that they had appreciated being involved and being able to discuss their views about the Trust.

The Chair thanked the Lead Governor for her contribution and highlighted that in looking at the visibility of the NEDs, this was felt important following pandemic when this was not possible.

RESOLVED that the Developmental Well led Governance Review be noted.

30/23 **12.** Trust Constitution review: verbal update

The Director of Governance provided a verbal update on the review and informed the Council of Governors that this is at an early stage, with a view to strengthening and amplifying the voice of patients, the public and staff, reflecting the fact that the Trust is now operating within the ICS. The constitution would be benchmarked and compared with other comparable organisations and be brought forward to the next meeting for endorsement alongside the proposed amendments for full discussion. The Constitution requires the approval of both the Council and the Board.

The Chair thanked the Director of Governance for the contribution, and also highlighted that some governors had indicated that they would be prepared to be involved in discussions.

The Director of Governance welcomed any feedback or ideas on the constitution from governors.

31/23 **13.** Council of Governors' Standards Committee Terms of Reference

The Trust Secretary presented the revised Terms of Reference, highlighting that these had not been reviewed recently. Deputies would be required. In addition, a review of the code of conduct was required prior to the next election. The Trust Secretary highlighted that there would be an approval date and next review date added to the document going forward.

RESOLVED that the Council of Governors' Standards Committee Terms of Reference be approved.

Appointments and Performance

32/23 14. Terms of Reference: Appointments and Performance Committee

The Trust Secretary presented the Terms of Reference for one of the Council's standing committees dealing with NED appointments and remuneration, formally reported on within the annual report. The Trust Secretary confirmed that the Committee had considered the revisions.

RESOLVED that the Terms of Reference for the Appointments and Performance Committee be approved.

Membership and Engagement

33/23 | 15. Terms of Reference: Membership and Engagement Working Group

The Trust Secretary introduced the Terms of Reference and highlighted the changes to the Working Group and its support, which included reviewing how the Council can

demonstrate one of its two duties, to engage. As part of this work, the Working Group has been moved within the Trust Secretary's remit, with continuing support from the Corporate Communications and Engagement team as this work is part of the Trust's Communications and Engagement Strategy. It was confirmed that a new governor Chair will be required, which will be resolved prior to the next meeting.

RESOLVED that the Terms of Reference: Membership and Engagement Working Group be approved.

34/23 **16. Governor activities update**

The Chair introduced the item, which provides governors the opportunity to share information about the visits that they have undertaken, as follows:

- Caroline Bowden had attended Needham Ward in Ipswich Hospital with Mike Gogarty as part of the 15 Steps visit. Caroline highlighted a range of findings from the visit including improving the signage to the ward and noting the cost of the Patient Line TV, however, it was believed that the charity was looking into that issue. Caroline praised the reception staff in providing directions and leading the way, and the nurse who showed them around the ward and answered questions. In terms of the welcome and caring parts of the visit, Caroline noted the findings and how these were being progressed with the comments taken on board. There was a good feel in the place, with staff being fantastic and happy to answer questions.
- Elizabeth Smith then provided an update on attending the Suffolk Show, which was also attended by Alison Weston. Governors were invited to take part in discussions with visitors and encourage them to take part in the experiences that were available and the use of an inflatable pod to allow visitors to record a video of their experience with healthcare, in terms of quality and how things can be done better in the digital age. There were a good number of visitors and analysis of the comments made would be useful for governors to see the outcomes. In response, the Chair stated that there had not been an outcome as yet, but it is being analysed with feedback provided to governors in due course.
- Allison Weston felt that attendance at the Suffolk Show was a really positive experience, whilst noting that a lot of people couldn't get inside the display. They had a number of positive discussions with visitors about vaccines and waiting lists. Most were happy with the service provided, with the majority of people pleasant, although there were some difficult discussions. Allison would be attending the Tendring Show on the 8th, as it's a good setting and a chance for people to.
- The Trust Secretary highlighted how in her previous role the summer events were a
 good opportunity for governors to speak to members of the public in their local area,
 and they used to use 'strategic questions' to assist with this. How this moves
 forward is being considered as part of the membership plan currently being drafted.

The Chief Executive thanked Governors for their input, and for attending the Suffolk Show, and highlighted the challenge of receiving comments about a range of healthcare areas that ESNEFT is not responsible for, although there were comments with regards to the waiting times. The options for ESNEFT to develop those conversations were being discussed to both showcase the work we are doing, but also to receive feedback. The Chief Executive also highlighted the public shift in satisfaction with the health service, with lower satisfaction rates in terms of primary care. There are instances where overall satisfaction may be reduced, but individual experiences with the NHS are positive.

The Chair thanked the Chief Executive for his contribution and noted that the displays at the shows provided a good representation of the services that ESNEFT provides.

Allison Weston noted the importance of working within ENSEFT and going to these
events to speak to members of the public as it provides a more informal way to
have those discussions. Allison also highlighted that the governor badges were also
ready for circulation, which will be distributed by the Committee and Membership
Secretary.

JB

- Trevor Catlow, Public Governor, provided a full update on a recent visit to Aldeburgh Hospital, and stated that it was a pleasure to see a hospital that is well run, with both staff and patients happy. There is a fully equipped x-ray department at the hospital during the week and its usage was guestioned and how it could take the pressure off Ipswich Hospital. The Chief Executive responded that it is a difficult situation, as there is outpatient space, with chemotherapy services just having started, but with regard to the X-ray there would need to be a wider amount of service provided to bring in the number of staff required to run the service. In addition, the equipment in this location is not particularly up to date, however, it is linked into the system. This is being considered with the aim to bring patients in and enable them to access the range of services required at the same time, supporting the Time Matters approach and reducing wasted journeys. The Chair noted the increasing services available at Aldeburgh, and also mentioned that the service is now owned and operated by ESNEFT, which is positive, and highlighted the responsive estates and facilities support. Dental provision was also highlighted by Trevor. The Chief Executive advised on the attempts to get an NHS dentist to operate from there, which hasn't been possible, and detailed potential next steps.
- Helen Rose referred to similar X-ray facilities at Felixstowe Hospital, and the
 Director of Communications and Engagement highlighted that whilst not formally
 consulting with the League of Friends, ESNEFT is working closely with them and
 the Lead Governor on this matter. There is a further meeting with them and the ICS
 about how this is moved forward, both in terms of the imaging provision and making
 use of the recently vacated space on the first floor.
- Emma Blowers provided a brief update regarding the use of virtual wards, discussing the work underway in this area, and highlighting that NEECS (North East Essex Community Services) integrated pathways division are involved in this from a community perspective, working with GPs to share pathways and discuss how they can refer patients into us. Emma provided further detail of an example of where a patient was moved onto a virtual ward. Further work is also taking place around the integrated emergency REACT services in Suffolk, with paramedics working in the same offices as community matron nurses/therapists ensuring a holistic approach to those patients, with the focus being admission avoidance. A new Tendring manager will be focusing on project work, around the population health data, looking into areas such as why patients may not be accessing traditional services.
- Helen Rose briefed on some information provided to the ICB regarding their fiveyear strategy through local surgery groups, which included information published in the local free newspaper asking for input from members of the public. As a result they had been invited to attend the Information Accessibility Group at the ICB, which has a wide range of attendees. Helen questioned whether other governors may be interested in attending, as it provides detailed information about those issues that members of the public may experience in accessing information.

The Chair thanked governors for the contributions and the work undertaken.

Public (Questions	,
35/23	17. Questions from members of the public present	i
	No questions were received at the meeting.	
36/23	18. Date of the next meeting Tuesday 19 September 2023, 2-5pm, Ipswich, venue to be confirmed.	
19. Mo	tion for Private Session	
37/23	The Chair moved the motion for the private session requiring that representatives of the press and other members of the public be excluded from the remainder of this meeting having regard to the confidential nature of the business to be transacted, publicity on which would be prejudicial to the public interest.	

Signed	Date
Name	
Chair	

Disclaimer: The minutes do not necessarily reflect the order of business as it was considered.