

Council of Governors Meeting

Meeting Date: 16 January 2014

Agenda Item: 16

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| Title: | CHAIR & NED APPRAISAL PROCESS. |
| Purpose: | To receive an update on process for the Chair and NED Appraisals. |
| Summary: | <p>The annual appraisal process for the Chair and NED's is underway. The process will follow the agreed process, with all Governors requested to provide feedback.</p> <p>Chair Appraisal:</p> <p>The Chair appraisal is led by Sir John Ashworth as Senior Independent Director (SID) and overseen by the Trust's Appointments & Performance Committee. Sir John has requested feedback from various stakeholders including Governors and As Lead Governor I have written to all Governors requesting feedback on the performance of the Chair over the past 12 months based on the key personal objectives for the year.</p> <p>Governor feedback is requested by Monday 27th January 2014. Feedback will be shared (in confidence) with Sir John Ashworth as part of the process.</p> <p>Sir John will collate all feedback and complete a summary which will be reviewed with the Lead Governor prior to discussion with the Chair.</p> <p>The SID and Chair discuss performance and professional / personal development at the appraisal meeting itself, drawing on the feedback collated.</p> <p>The summarised notes of the appraisal meeting will be shared with the Appointments & Performance Committee by the SID and Lead Governor in March, prior to submission to the next Council of Governors meeting on 20 March 2014.</p> <p>NED Appraisals:</p> <p>The NED appraisals are led by the Chair and overseen by the Appointments & Performance Committee. Sally Irvine has requested feedback from various stakeholders including Governors. As Lead Governor I have written to all Governors requesting feedback on the performance of the NED's over the past 12 months based on the core</p> |

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| | <p>competencies of the NED's</p> <ul style="list-style-type: none"> • Being committed and engaged with the Trust, its present and future. • Effective communication at all levels through formal and informal engagement • Contributing effectively and robustly to both strategic and assurance responsibilities of the board • Being a respected ambassador for the Trust • Effective chairing of an Assurance Committee (where applicable) <p>Governor feedback is requested by Monday 27th January 2014. Feedback will be shared (in confidence) with the Chair as part of the process.</p> <p>Following discussion with the Lead Governor, the Chair holds one to one discussions with each NED, reflecting on the past and looking forward to the future. NEDs are also asked to comment on the effectiveness of the Board as the strategic decision-maker of the Trust and challenging the Executive in its performance.</p> <p>The Chair will provide a report on the whole NED appraisal process to the Appointments & Performance Committee in March, who will provide a summary to the Council of Governors at its meeting on 20 March 2014</p> |
| Recommendation: | That the Council of Governors notes the process for the appraisal of the Chair and NED's |
| Author: | Andy Patrick, Lead Governor |
| Presented by: | Andy Patrick, Lead Governor |