

Council of Governors

Subject:	Non-Executive Directors Appraisal outcome and objectives 2019/20		Date: 13 th August 2019	
Prepared By:	John MacDonald, Chair			
Approved By:	John MacDonald, Chair			
Presented By:	John MacDonald, Chair			
Purpose				
To approve the recommendation of the Governor Remuneration and Nomination Committee with regard to the Non-Executive Directors appraisal outcome and objectives for 2019/20.			Decision	
			Approval	x
			Consider	
			Assurance	
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
X	X	X	X	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
	X			
Risks/Issues				
Financial	N/A			
Patient Impact	N/A			
Staff Impact	N/A			
Services	N/A			
Reputational	N/A			
Committees/groups where this item has been presented before				
Council of Governors Remuneration and Nomination Committee				
Executive Summary				
<p>The Chair held individual appraisal meeting with each of the Non-Executives during April and May 2019.</p> <p>2018/19 was a very successful year for the Trust and one where the Trust mainly delivered on its constitutional and financial objectives and was one of the top performing trusts in the country. The Trust has played an increasing role in the Mid Nottinghamshire Better Together Programme as well as the Nottinghamshire ICS. The Trust achieved Good Following the CQC inspection and Outstanding in care. The results of the staff survey showed continued improvement and again the Trust was one of the top performing trusts in the country and staff and teams from the Trust have been finalists in a number of national awards categories.</p> <p>The Trust has seen the appointment of two non-executive directors which has given the Board a wider perspective and a better gender and ethnicity balance.</p> <p>Each of the Non-executives had a successful appraisal, with a review of previous years objectives and agreement of objectives for the following year, together with individual objectives the following overarching objectives were also agreed.</p>				

- Participate fully and contribute to the Board
- Hold the executives to account through challenging and seeking evidence to triangulate the views of the executives and information presented at the Board
- Participate in discussion and formulation of strategy, cultural and OD
- Participate in 15 step quality walks, complaints reviews and other activities
- Ensure the Board outward looking and takes a lead across the health and social care system.
- Engage with system leaders and others where possible and appropriate
- Work with Governors through attendance as agreed at Council meetings
- Work with colleagues to support the CEO and EDs with the changes in the Executive Team.

The following individual objectives were also agreed:

Name	NED Specific Objectives
Barbara Brady	<ol style="list-style-type: none"> 1. Chair Quality Committee 2. Work with NED Quality chairs from other providers in mid Notts to ensure that system working is both enhanced and embedded 3. Member of Audit and Assurance, Remuneration and Nominations and Charitable Funds committees 4. Work with Company Secretary to develop quality assurance to reflect move to system working and share with Governors the approach
Claire Ward	<ol style="list-style-type: none"> 1. Vice Chair of the Trust Board and Chair Remuneration and Nominations Committee 2. Member of Quality and People and Culture Committees 3. Lead NED for constitutional standards. 4. Work closely with the Chair in developing relationships across the system and participating in ICP and ICS events.
Graham Ward	<ol style="list-style-type: none"> 1. Chair Audit and Assurance Committee 2. As chair of the Audit Committee oversee the actions discussed at the May Board workshop to strengthen the BAF and assurance processes 3. Member and vice-chair of Finance Committee 4. Member of Charitable Funds Committee 5. Lead NED on commercial, PFI, estates and public sector estate; Sustainability; and Mid Notts System Business Processes.
Manjeet Gill	<ol style="list-style-type: none"> 1. Chair People and Culture Committee 2. As appropriate work with chairs of similar committees from other providers in mid Notts to ensure that workforce system working is both enhanced and embedded 3. Support Chief Executive in working with local authorities by providing advice as appropriate 4. Member of Audit and Assurance and Remuneration and Nominations committees 5. NED lead on equality and diversity; system partnership and working.
Neil Gossage	<ol style="list-style-type: none"> 1. Chair Finance Committee 2. Work with NED Finance chairs from other providers in mid Notts to ensure that system working is both enhanced and embedded and finance assurance processes are developed to reflect move to system working 3. Member People and Culture and Remuneration and Nominations committees 4. Work with Company Secretary to develop Trusts financial governance in light of system working

Tim Reddish	<ol style="list-style-type: none">5. Senior Independent Director6. Lead NED on whistle blowing, freedom to speak up7. Lead NED on end of life8. Chair Charitable Funds Committee9. Member of Quality and Finance Committees10. Consider whether the Paralympic programme 'Mobility Through Employment' might be modified and replicated either at mid Notts level or at the trust level.
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