

Council of Governors

Subject:	Chair's Appraisal Outcome and Objectives	Date: 11 th August 2020		
Prepared By:	Tim Reddish, Senior Independent Director, Sue Holmes, Lead Governor			
Approved By:	Governor Remuneration and Nomination Committee			
Presented By:	Tim Reddish, Senior Independent Director, Sue Holmes, Lead Governor			
Purpose				
To approve the recommendation of the Governor Remuneration and Nomination Committee to accept the outcome of the Chairs Appraisal for 2019/20 and agreed objectives for 2020/21		Approval	x	
		Assurance		
		Update		
		Consider		
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
x	x	x	x	x
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		x		
Risks/Issues				
Financial	N/A			
Patient Impact				
Staff Impact				
Services				
Reputational				
Committees/groups where this item has been presented before				
Governor Remuneration and Nomination Committee 4 th August 2020				
Executive Summary				
<p>The appraisal process for the Chair was changed this year as reported to the Council of Governors in February 2020. There has been a slight delay in the process as a result of the pandemic.</p> <p>The survey was issued to all Board members, Governors and external stakeholders, the questions and ranking structure were different to previous years. The responses were then reviewed by the Senior Independent Director and Lead Governor who both met with the Chair to review previous years objectives and the outcome of the survey and then finally to agree with the Chair the objectives for the coming year.</p> <p>The committee have reviewed the outcome of the Chairs appraisal and the agreed objectives for 2020/21 and recommend to the Council of Governors for approval. The overview and objectives are noted below:</p> <p>Overview</p> <p>Overall a successful year with CQC rating of KMH outstanding, leadership at KMH outstanding and all service now good for safety. Trust met its financial obligations and is one of the best trusts for service performance as measured by constitutional standards, a further improvement in staff feedback and successful changes made to the Board, particularly on the executive side. Pressures on service provision have continued to grow, particularly A & E and cancer, the partnership with NUH has faltered and the ICS</p>				

has not progressed as fast as hoped with some difficult relationships. Covid has been a huge event with fast, innovative and clinically led changes, albeit it with a real ask of staff who have responded fantastically. In part these have masked the pressures seen at the end of 2019/20 but has also left a legacy of longer waiting time, delayed cancer treatment and a very different operational environment as services are restored which present major challenges to the Trust as well as pointers to how we might operate differently in the future.

Key Objective	2020/2021 Objectives
Chair the SFHFT Board to become an outstanding Board	<p>Restore the Board's role, particularly as services are restored</p> <p>With the CQC rating and the lessons of Covid and look to develop more agile governance and a stronger strategic focus by the Board</p> <p>Ensure there is greater focus and a clear strategy on inequalities both staff (BAME, disabled, LGBT and other minority groups)</p> <p>Develop systems and processes to enable Board to be more informed and have a greater assurance on system working through the ICS/ICPs and partnership working with NHT and NUH</p> <p>Ensure NEDs have appraisal and personal development plan</p> <p>Succession planning for number of NEDs who are nearing end of tenure including extensions</p>
Chair Council of Governors and ensure good governance by enabling them to carry out their roles effectively and efficiently.	<p>Restore Council to full working</p> <p>Take time to meet and discuss issues with lead governor</p> <p>Review chairing style to take on board comments from 360 feedback e.g. ensure open discussions</p> <p>Ensure governance strengthened to accommodate system working implications</p>
Profile across the Trust	<p>Participate in 15 steps walk about, etc.</p> <p>Staff awards ceremonies</p> <p>Volunteer events</p> <p>Other events and informal visits</p>
System Working	Member of Nottinghamshire ICS Board and work with chairs to influence ICS

<p>Engage with external stakeholders to develop strong relationships for SFH and to have a positive effect on the reputation of the Trust.</p>	<p>Board member of Nottinghamshire ICS Board</p> <p>Develop relationship with new chair Nottinghamshire Healthcare</p> <p>Strengthen MoU and governance working with NUH</p> <p>Attend NHSE/I and NHS Provider chairs events</p> <p>Attend quarterly review meetings with NHSE/I</p>	
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