

COUNCIL OF GOVERNORS – MARCH 2012

CHAIR AND NON-EXECUTIVE DIRECTOR APPRAISAL

1 Aim

To inform Council of the Chair and Non-Executive Director Appraisals process.

2 Background

There is a constitutional obligation to carry out an appraisal of the Chair and the Non-Executive Directors. In 2011/12 the Trust followed best practice as described by Monitor and the FTGA and adopted the Appointment Commission template for this purpose.

3 Discussion

3.1 At the February meeting of the Governance & Nominations Committee, the Vice Chair explained that he intended to follow a similar process as the previous year: He would review with the Chair her 2011/12 objectives and performance, having first sought feedback from Council to aid his discussion, via the Lead Governor. Separately he would discuss with the Chair objectives for 2012/13 and would seek views from the Governance and Nominations Committee, via the Lead Governor as to the content. Following the appraisal the Vice Chair would report on the outcome to the Council in May.

3.2 He proposed that he would carry out the appraisal using the Appointments Commission template and circulate this to other Board members and Governors with the expectation that the Lead Governor would produce a consolidated return from the governors that was representative of the collective body.

3.3 Similarly, the Chair outlined the process for Non-Executive Appraisal using the Appointments Commission template, noting that:

- Prior to the start of the appraisal year the Chair would meet with NEDs to agree and set personal objectives.
- One month before the appraisal was due the Lead Governor would be invited to co-ordinate input from governor representatives on sub-committees chaired or attended by the respective NED.
- At the appraisal due date the appraisal would be completed using the template and the completion of the process reported to Council.

4 Recommendation

Council is invited to **NOTE** the Chair and Non-Executive Director Appraisal process for 2012/13.

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Presented by:

Prof Clair Chilvers
Chair