

Council of Governors

Subject:	Recruitment of Chair		Date: 10 th August 2021	
Prepared By:	Shirley A Higginbotham, Director of Corporate Affairs			
Approved By:	Remuneration and Nomination Committee			
Presented By:	Shirley A Higginbotham, Director of Corporate Affairs			
Purpose				
To seek approval for the recommendation of the Remuneration and Nominations Committee for the recruitment of a substantive Chair <ul style="list-style-type: none"> • Approval of the JD & Person Specification • Approval of Remuneration • Approval of the proposed timeline 			Decision	
			Approval	X
			Consider	
			Assurance	
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	
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				
Remuneration and Nomination Committee 26 th July 2021				
Executive Summary				
<p>The appointment of the Chair is a statutory duty of the Council of Governors as set out in section 8.5.1.1</p> <p>This paper sets out the proposed arrangements for the recruitment of a substantive Chair.</p> <p>John MacDonald the current Chair, who is on secondment to University Hospitals Leicester has tendered his resignation, his last day with Sherwood Forest Hospitals will be 31st July 2021. In the interim the Vice Chair, Claire Ward is acting into the role of Chair until a substantive chair is appointed.</p> <p>Job Description</p> <p>In preparation for the recruitment process to secure the commencement of a new Chair the Committee is asked to consider and approve the Job Description shown at Appendix 1.</p> <p>Remuneration</p> <p>In September 2019 NHSE/I issued a revised structure to align the remuneration for chairs and non-</p>				

executive directors of NHS trusts and NHS foundation trusts.

For Sherwood Forest Hospitals NHS Foundation Trust, as a foundation trust it is for the Council of Governors to determine the remuneration for the chair and non-executive directors.

The aim of the revised structure is to reduce disparities between remuneration of chairs and non-executive directors of NHS trusts and NHS foundation trusts.

The revised structure does acknowledge that within foundation trusts it is for the Council of Governors to determine the remuneration of the chair and they retain the prerogative to operate outside of the framework on a 'comply or explain' basis. However, the implementation process of the structure also states that in the interests of promoting and maintaining consistency and fairness across the provider sector, it is reasonable to expect foundation trusts will work within the ranges.

The current remuneration for our chair is detailed below:

John MacDonald, Chair, £50,004.55,

Trust Size	Annual Turnover (£pa)	Designation	Chair remuneration (£ pa)		
			Lower quartile	Median	Upper quartile
Small	<200m	Group 1	40,000	43,000	45,100
Medium	201m – 400m	Group 2	44,100	47,100	50,000
Large	401m – 500m	Group 3	45,000	49,500	51,400
Extra large	501m – 750m	Group 4	50,500	55,000	58,500
Supra large	>750m	Group 5	55,500	60,000	63,300

Sherwood Forest Hospitals NHS Foundation Trust is designated in group 2, with an annual turnover of £371M estimated, for 2021/22 plan.

It is expected that the new structure will be implemented by April 2022.

When the new structure was presented to the Council of Governors in October 2019, it was agreed no changes would be made during the period of tenure.

The Remuneration and Nominations Committee recommend maintaining the current salary level of £50,000 in order to appeal to a wide range of experienced Chairs.

Proposed Recruitment Timeline

- The Remuneration and Nomination Committee review the Job Description, Person Specification, remuneration and proposed timeline and recommend to CoG – 26th July 2021
- The Council of Governors approve the recommendation of the Remuneration and Nomination Committee - 10th August 2021
- Advertise the role on NHS Jobs for 2 weeks
- Remuneration and Nomination Committee members to shortlist candidates – Week Commencing 23rd August 2021
- Interview candidates – Week Commencing 6th September 2021
- Remuneration and Nomination Committee recommend preferred candidate to Extraordinary

CoG for approval of appointment– Week Commencing 13th September 2021

- Requires approval by a majority of the governors attending the meeting

Recommendation:

The Council of Governors is asked to:

- Consider and approve the recommendation of the remuneration and nomination committee the Job Description and Person Specification for the role of Chair.
- Consider and approve the recommendation of the remuneration and nomination committee the remuneration for the role of Chair.
- Consider and agree the recommendation of the remuneration and nomination committee the recruitment timeline for the recruitment of Chair to the Trust.