

## Council of Governors

<b>Subject:</b>	Non-Executive Directors Appraisal outcome and objectives 2019/20		<b>Date:</b> 11 <sup>th</sup> August 2020	
<b>Prepared By:</b>	John MacDonald, Chair			
<b>Approved By:</b>	John MacDonald, Chair			
<b>Presented By:</b>	John MacDonald, Chair			
<b>Purpose</b>				
To approve the recommendation of the Governor Remuneration and Nomination Committee with regard to the Non-Executive Directors appraisal outcome and objectives for 2020/21.			<b>Decision</b>	
			<b>Approval</b>	x
			<b>Consider</b>	
			<b>Assurance</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care to our patients</b>	<b>To support each other to do a great job</b>	<b>To inspire excellence</b>	<b>To get the most from our resources</b>	<b>To play a leading role in transforming health and care services</b>
X	X	X	X	
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
	X			
<b>Risks/Issues</b>				
<b>Financial</b>	N/A			
<b>Patient Impact</b>	N/A			
<b>Staff Impact</b>	N/A			
<b>Services</b>	N/A			
<b>Reputational</b>	N/A			
<b>Committees/groups where this item has been presented before</b>				
Council of Governors Remuneration and Nomination Committee – 4 <sup>th</sup> August 2020				
<b>Executive Summary</b>				
<p>The Chair held individual appraisal meeting with each of the Non-Executives during April and May 2020.</p> <p>2019/20 was a very successful year the Trust mainly delivered on its constitutional and financial objectives and was one of the top performing trusts in the country. In the last quarter of the year the impact of Covid-19 was felt with the focus on treating Covid-19 patients and the cessation/restriction on treating other groups of patients. Whilst the full impact of Covid was not felt until 2020/21, the ability of NEDs to operate in the same way was curtailed towards the end of the year. Despite this the Board and the NEDs have continued to scrutinise progress and consider proposals, albeit it in a more agile way to enable decisions and actions to be taken quickly.</p> <p>The Trust has continued to play the lead role in the Mid Nottinghamshire Better Together Programme as well as the Nottinghamshire ICS. The Trust achieved an Outstanding rating for Kings Mill hospital from the CQC and Good overall. 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>There was a feeling from all the non-executive directors that, following the CQC rating and the role the</p>				

Trust was playing in the wider system, the Board's role needed to be more strategic to ensure that we did not miss strategic opportunities. At the same time there was, however recognition that with Restoration and Recovery of services following the restriction of services during the Covid-19 lockdown from March to July and a possible second spike, continued assurance needed to be sought on ensuring patients and staff were safe.

As part of the appraisal process, feedback was given from each of the Governor observers on the committees and was discussed during the appraisal. The overwhelming feedback was NED committee chairs were effective, the committees challenged and scrutinised the work, committees were well organised and chairs were supportive of Governor observers and available for discussion and to answer queries.

General objectives were agreed with each NED as follows:

- 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.

In addition individual objectives were agreed as follows:

Name	NED Specific Objectives
Claire Ward	<ol style="list-style-type: none"> <li>1. Vice Chair of the Trust Board</li> <li>2. Chair of Remuneration Committee</li> <li>3. Member of Quality and People and Culture Committees</li> <li>4. Lead NED for constitutional standards.</li> <li>5. Work closely with the Chair in developing relationships across the system and participating in ICP and ICS events</li> </ol>
Barbara Brady	<ol style="list-style-type: none"> <li>1. Chair Quality Committee with particular focus on impact of Covid-19 and ensuring that in restoring and recovering services we continue to provide safe services</li> <li>2. Develop relationships with other NED Quality Committee chairs, particularly in Nottinghamshire Healthcare Trust chairs from other providers in mid Notts to ensure that system working is both enhanced and embedded</li> <li>3. Work with Company Secretary to develop quality assurance to reflect move to system working and share with Governors the approach</li> <li>4. Member of Audit and Assurance and Charitable Funds committees</li> <li>5. Member of Remuneration Committee</li> <li>6. Lead NED End of Life and Population Health management</li> </ol>
Manjeet Gill	<ol style="list-style-type: none"> <li>1. Chair People and Culture Committee and ensure there is a focus to the Committee's work given the breadth of the agenda</li> <li>2. As appropriate work with chairs of similar committees from other providers in mid Notts, particularly Notts Healthcare to ensure that workforce system working is both enhanced and embedded</li> <li>3. Support Chief Executive in working with local authorities by providing advice as appropriate</li> <li>4. Member of Audit and Assurance Committee.</li> <li>5. Lead NED on equality and diversity.</li> </ol>
Neal Gossage	<ol style="list-style-type: none"> <li>1. Chair Finance Committee</li> <li>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</li> <li>3. Member People and Culture Committee</li> <li>4. Work with the Director of Finance and the Company Secretary to develop the Trust's financial governance in light of system working</li> </ol>
Tim Reddish	<ol style="list-style-type: none"> <li>1. Senior Independent Director</li> <li>2. Lead NED on whistle blowing, freedom to speak up</li> <li>3. Chair Charitable Funds Committee</li> <li>4. Member of Quality and Finance Committees</li> </ol>
Graham Ward	<ol style="list-style-type: none"> <li>1. Chair Audit and Assurance Committee</li> <li>2. Member and vice-chair of Finance Committee</li> <li>3. Member of Remuneration Committee</li> <li>4. Member of Charitable Funds Committee</li> <li>5. Lead NED on commercial, PFI, estates and public sector estate; Sustainability</li> </ol>

