

Council of Governors

Subject:	Appointment of a Non-Executive Director		Date: 14 th November 2023		
Prepared By:	Sally Brook Shanahan, Director of Corporate Affairs				
Approved By:	Claire Ward, Chair, Sue Holmes, Lead Governor to 31 st October 2023 and Liz Barrett OBE, Lead Governor from 1 st November 2023				
Presented By:	Claire Ward, Chair				
Purpose					
To ask the full Council of Governors to agree to the appointment of Neil Mc Donald as a new Non-Executive Director on the recommendation of the Governor Remuneration and Nominations Committee following its meeting held on 31 st October 2023.				Approval	X
				Assurance	
				Update	
				Consider	
Strategic Objectives					
Provide outstanding care in the best place at the right time	Improve health and well-being within our communities	Empower and support our people to be the best they can be	To continuously learn and improve	Sustainable use of resources and estate	Work collaboratively with partners in the community
X	X	X	X		
Principal Risk					
PR1	Significant deterioration in standards of safety and care				X
PR2	Demand that overwhelms capacity				
PR3	Critical shortage of workforce capacity and capability				
PR4	Failure to achieve the Trust's financial strategy				
PR5	Inability to initiate and implement evidence-based Improvement and innovation				
PR6	Working more closely with local health and care partners does not fully deliver the required benefits				
PR7	Major disruptive incident				
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change				
Committees/groups where this item has been presented before					
Governor Remuneration and Nominations Committee on 31 st October 2023.					
Acronyms					
NED – Non-Executive Director					
Executive Summary					
<p>At the meeting of the Governor Remuneration and Nominations Committee held on 20th July 2023 the requirement for and process to recruit an additional Non-Executive Director were considered and agreed for recommendation to the full Council of Governors at its meeting on 31st July 2023 where they were approved.</p> <p>Process</p> <p>The recruitment process was conducted jointly by the HR and Corporate Affairs functions with the first stage comprising review of the job description and person specification to ensure it was fit for purpose, including bringing it up to date to include, as desirable attributes, experience of partnership working, communications and digital skills and strategies. With the revised job description and person specification approved by the Remuneration and Nominations Committee, the advertisement was placed on NHS Jobs (both the general and NED specific areas), LinkedIn and Women on Boards, in September 2023 for 4 weeks during which time the Trust received 26 applications. Two applicants were not within the constituency for the Trust area and therefore not applicable for appointment. Eight candidates were invited to attend for interviews which took place on 25th October 2023. The panel comprised a majority of</p>					

Governors: Sue Holmes, Lead Governor, Ian Holden, Public Governor for Newark and Sherwood and Tracy Burton, Public Governor for the Rest of the East Midlands together with the Trust Chair, Claire Ward and Chief Executive, Paul Robinson.

Recommendation of appointments

Following a strong interview, it was recommended to the Governor Remuneration and Nominations Committee at its further meeting on 31st October 2023 that Neil McDonald be appointed as the new NED. As the Trust's Constitution requires all NED appointments to be approved by the full Council of Governors, this paper recommends to the full Council of Governors that it agrees the appointment for an initial three-year term. Neil will bring a new and refreshing perspective from his non-NHS background having a career including both senior Executive and NED appointments where he has gained extensive experience of digital systems and strategies, and partnership working in a number of different settings.

Neil has accepted the offer of appointment subject to ratification by the Council of Governors (and a satisfactory outcome to all the necessary pre-employment checks).

All seven unsuccessful candidates have been contacted and feedback provided where requested.

The Council of Governors is asked to approve the recommendation of the Remuneration and Nominations Committee to appoint Neil McDonald as a new Non-Executive Director post for an initial three year term.