


Northern Lincolnshire and Goole Hospitals   
NHS Foundation Trust

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DATE	<b>25<sup>th</sup> January 2012</b>
REPORT FOR	<b>Council of Governors</b>
REPORT FROM	<b>Philip Bond, Lead Governor &amp; Michelle Wilson, Senior Independent Director</b>
CONTACT OFFICER	<b>Wendy Booth, Head of Governance &amp; Trust Secretary</b>
SUBJECT	<b>Annual Appraisal of the Chairman</b>
BACKGROUND DOCUMENT (IF ANY)	<b>Process for the Evaluation of Performance of the Chairman</b>
EXECUTIVE COMMENT (INCLUDING KEY ISSUES OF NOTE OR, WHERE RELEVANT, CONCERN THAT THE COG NEED TO BE MADE AWARE OF)	<b>The report provides the outcome of the annual appraisal of the Chairman for 2011, which was considered on 5 January 2012 by the Appointments &amp; Remuneration Committee who approved the report for submission for ratification to the full CoG</b>
COUNCIL ACTION REQUIRED	<b>Governors are asked to ratify the outcome of the annual evaluation of performance of the Chairman</b>

## **Report to Council of Governors (CoG) on the annual appraisal of the Chairman 2011**

In accordance with the Monitor Code of Governance and Trust policy a formal appraisal of the Chairman's performance to the end of November 2011 has been undertaken.

Dr James Whittingham took up the post fully in December 2010.

As Senior Independent Director I obtained a self assessment review from the Chairman and feedback from the Board of Directors on his performance and Philip Bond, Lead Governor, sought feedback through the Council of Governors Steering Group.

Philip and I produced separate records of the feedback and then agreed that there were no specific areas of concern regarding the Chairman's performance in the period to the end of November and agreed a final report.

On Thursday 24 November, Philip and I met with the Chairman to conduct the evaluation, the outcome of which was that there has been overall satisfactory performance, demonstrating the range of skills and qualities required but as the Chairman himself acknowledges there are areas for improvement / development.

In conclusion, at the end of his first year in post there is unanimous support for the Chairman from both the Board of Directors and Council of Governors. Particular reference was made to strong leadership, personable, supportive but not afraid to front difficult issues.

He engages well with other key players and partners outside the Trust.

He has made inroads into developing the role of the CoG and the membership but recognises there is still work to do here.

The Executive Team find him supportive as do the NEDs.

Together with the Chief Executive has commenced more formal development of the Board of Directors which has been welcomed.

Areas for further development that emerged from the review are:

- A need to further clarify the role/relationship between the Chairman & Chief Executive (perhaps this is not surprising considering they are both new to their roles). These arrangements will be further developed as objectives for 2012/13 are agreed.
- Further work to develop the role of the CoG and membership particularly in light of the Health & Social Care Bill.
- Further work to develop the Trust Strategy and less focus on the operations.

The Chairman has drafted an initial Personal Development Plan, Philip and I will be discussing this and the above areas with him and agreeing objectives for the coming year.

**Michelle Wilson,  
Senior Independent Director  
January 2012**