


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>Dr Jim Whittingham, Chairman</b>
CONTACT OFFICER	<b>Wendy Booth, Head of Governance &amp; Trust Secretary</b>
SUBJECT	<b>Annual Appraisal of Non-Executive Directors</b>
BACKGROUND DOCUMENT (IF ANY)	<b>Process for the Evaluation of Performance of the Non-Executive Directors</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 Non-Executive 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 Non-Executive Directors</b>

## Evaluation of Performance of Non-Executive Directors

This is the summary Chairman's report to the Council of Governors of the outcome of the evaluation process for Non-Executive Directors (NEDs) for 2011.

The report was approved for submission to the Council of Governors by the Appointments and Remuneration Committee at its meeting on 5<sup>th</sup> January 2012.

### Report on process

The evaluation process was undertaken in line with arrangements agreed by the Council of Governors on 26 September 2011 (Appendix B of the relevant paper – CoG/09/11 – Item 8.2) as follows:

- Each NED has completed a self assessment of personal performance against the requirements of the approved job description
- The Chief Executive has commented on individual NED performance and those comments have been used to inform the appraisal process
- The Chairman has met individually with each NED to conduct the evaluation and to agree an overall assessment rating to describe the overall contribution of the individual as follows:-

### Summary Recommendations on 2011 Performance Level

<b>NED</b>	<b>Comment</b>
Alan Bell	Satisfactory and improving performance in first year of appointment.
Ian Davey	Outstanding performance.
Michelle Wilson	Fully satisfactory performance.
Neil Gammon	Satisfactory and improving performance in first year of appointment.
Philip Jackson	Fully satisfactory performance.

Governors are asked to note that review of NED performance is undertaken formally on an annual basis supported by regular meetings between the chairman and individual NEDs.

### Recommendation

The Council of Governors is recommended to consider the summary report by the Chairman of the outcome of the 2011 NED evaluation process and the associated recommendations on performance level.

**Dr J Whittingham**  
**Chairman**  
**January 2012**