

DATE OF MEETING	26 July 2016
REPORT FOR	Trust Board of Directors – Public
REPORT FROM	Neil Gammon, Non-Executive Director, Deputy Chairman & Senior Independent Director
CONTACT OFFICER	As above
SUBJECT	Outcome of the Annual Appraisal of the Chairman
BACKGROUND DOCUMENT (IF ANY)	Appointments & Remuneration Committee for Non-Executive Directors - Membership & Terms of Reference
REPORT PREVIOUSLY CONSIDERED BY & DATE(S)	Appointments & Remuneration Committee – 9 June 2016 Council of Governors – 14 July 2016
EXECUTIVE COMMENT (INCLUDING KEY ISSUES OF NOTE OR, WHERE RELEVANT, CONCERN AND / OR NED CHALLENGE THAT THE BOARD NEED TO BE MADE AWARE OF)	The report provides the summary report on the outcome of the appraisal of the Trust Chairman for 2015/16
HAVE THE STAFF SIDE BEEN CONSULTED ON THE PROPOSALS?	N/A
HAVE THE RELEVANT SERVICE USERS/CARERS BEEN CONSULTED ON THE PROPOSALS?	N/A
ARE THERE ANY FINANCIAL CONSEQUENCES ARISING FROM THE RECOMMENDATIONS?	NO
IF YES, HAVE THESE BEEN AGREED WITH THE RELEVANT BUDGET HOLDER AND DIRECTOR OF FINANCE, AND HAVE ANY FUNDING ISSUES BEEN RESOLVED?	N/A
ARE THERE ANY LEGAL IMPLICATIONS ARISING FROM THIS PAPER THAT THE BOARD NEED TO BE MADE AWARE OF?	NO
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO THE NHS CONSTITUTION IN ANY DECISIONS OR ACTIONS PROPOSED?	YES
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO SUSTAINABILITY IMPLICATIONS (QUALITY & FINANCIAL) & CLIMATE CHANGE?	YES
THE PROPOSAL OR ARRANGEMENTS OUTLINED IN THIS PAPER SUPPORT THE ACHIEVEMENT OF THE TRUST OBJECTIVE(S) AND COMPLIANCE WITH THE REGULATORY STANDARDS LISTED	Ensures compliance with statutory requirements and the requirements of good governance
ACTION REQUIRED BY THE BOARD	The Board is asked to note the report

## **SUMMARY REPORT TO TRUST BOARD OF DIRECTORS ON THE ANNUAL APPRAISAL OF THE CHAIRMAN OF NLAG FOR 2015/16**

The Senior Independent Director and Lead Governor are jointly required to undertake the annual performance appraisal of the Chairman in accordance with the terms of the Monitor Code of Governance and the Trust Constitution. The Chairman had been in post for the complete period of this appraisal.

The process this year was conducted as follows:

(a) The Lead Governor, Paul Grinell, and I first invited comments from fellow governors and directors respectively in order to inform our deliberations and provide a wide-ranging perspective on this important task.

(b) The Chairman completed and submitted to us a comprehensive, evidence-based self-assessment of his performance against his 2015-16 objectives, which were agreed as part of the appraisal process last year.

(c) Paul Grinell and I independently reviewed both the self-assessment and the comments received from fellow directors/governors, and completed our own personal assessment of performance against each of the individual objectives which were agreed last year

(d) We then met to compare our individual assessments, review the comments received and to discuss/resolve any significant disparities.

(e) Finally, we met the Chairman on 26 May 2016 to deliver the outcome. Normally we would discuss and agree his objectives for the next year 2016-17 but did not do so on this occasion because Dr Whittingham will be retiring in September 2016. We will agree personal objectives for his successor in due course.

As in previous years we can report that there was almost complete unanimity in both our individual assessments and the comments received from colleagues. There were no areas for concern raised at all. Whilst we all thought 2014-15 was a difficult year for the Trust, 2015-16 clearly surpassed that. Dominated by ever increasing demands on our services, incessant financial pressures, a challenging local sustainability and transformation landscape and CQC inspections and reports, there was resounding agreement that our Chairman had risen to the demands of his position and led the Trust Board from the front. This involved more outward facing engagements last year than previously, particularly with the regulatory community as well as closer to home partners and colleagues.

The Lead Governor and I recommend a Level 2 performance rating, equating to a fully satisfactory performance, demonstrating the range of skills and qualities required. Were it not for some specific Key Performance Indicators that the Trust failed to achieve, largely for reasons beyond its control, and to which were attached the Chairman's Performance Indicators, then an 'Outstanding' rating could have been achieved.

The Board will wish to note that this report has been accepted by the ARC and ratified by the Council of Governors.

**Recommendation to the Trust Board**

1. To consider this report on the outcome of the Chairman's 2015-16 performance evaluation process, ask any questions as required and then note the result.

Neil Gammon - Senior Independent Director 26 July 2016