

DATE	26 July 2016
REPORT FOR	Trust Board of Directors – Public
REPORT FROM	Dr James Whittingham, Chairman
CONTACT OFFICER	Wendy Booth, Director of Performance Assurance & Trust Secretary
SUBJECT	Outcome of NED Appraisals for 2015/16
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 NED Appraisals 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?	YES
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

Northern Lincolnshire and Goole

NHS Foundation Trust

CoG (07/16) Item 10.4.2

DATE	14 th July 2016
REPORT FOR	Council of Governors
REPORT FROM	Appointments & Remuneration Committee
CONTACT OFFICER	Wendy Booth / Paul Grinell
SUBJECT	NED Appraisal Report
BACKGROUND DOCUMENT (IF ANY)	N/A
EXECUTIVE COMMENT (INCLUDING KEY ISSUES OF NOTE OR, WHERE RELEVANT, CONCERN THAT THE COG NEED TO BE MADE AWARE OF)	
COUNCIL ACTION REQUIRED	<ol style="list-style-type: none">1. The Council of Governors is asked to ratify the outcome of the 2015-16 NED performance evaluation process.2. Note the remainder of the report

Evaluation of Performance of Non-Executive Directors

This is the Chairman's report to the Council of Governors' Appointment and Remuneration Committee of the outcome of the evaluation of performance process for Non-Executive Directors (NEDs) for 2015-16

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 revised self-assessment pro-forma as approved and mandated by ARC.
- The Chief Executive has consulted with the executive directors and commented on individual NED performance and those comments have been used to inform the appraisal process
- In addition, the appraisal process was extended as follows:
 - Governors have been invited to comment on individual NED performance and those comments have also been used to inform the appraisal process. Nine responses were received - two governors provided specific comment (about individual NEDs), five governors provided general comment and two governors declined to comment on the basis of inexperience;
 - The Trust's internal auditors have been invited to comment on NED performance and those comments have also been used to inform the appraisal process
- The Chairman has met individually with each NED to conduct the evaluation and to agree an overall rating to describe the overall contribution of the individual and to consider issues for reflection and further development.

Context for the 2015-16 Appraisals

Members will be well aware that 2015-16 has been yet another extremely challenging year for the Trust, the Board and the directors. In my opinion as Chairman, individual directors, both non-executive and executive, have once again responded robustly and properly to those challenges. In particular the non executive directors, individually and collectively, have continued to challenge and support the executive team in a consistently balanced and constructive way. At the same time they have continued to work as members of a unitary board to lead and drive through improvements. They have also worked, deliberately and constructively, to continue to develop the relationship between the Board and the Council of Governors.

Despite the challenges and risks, the Board has been able to maintain its confidence, cohesion and unity and has continued to make progress. In this context the contribution of executive and non-executive directors has been outstanding.

Summary Recommendations on 2015-16 Performance Level

NED	Performance Level ¹	Comment
Alan Bell	1	outstanding
Neil Gammon	1	outstanding
Linda Jackson	2	fully satisfactory
Stan Shreeve	1	outstanding
Anne Shaw	1	outstanding.

In considering this summary table, members are asked to note that Mrs Jackson was appointed in October 2014 and that the next step in her development as a NED will be for her to take on the chairmanship of a board sub-committee (as now agreed by the Board). This summary appraisal therefore reflects her relative inexperience as a NED prior to taking on leadership of a sub-committee. For the avoidance of doubt, I continue to be completely satisfied with Mrs Jackson's progress and contribution.

This paper has been considered by the Appointments & Remuneration Committee.

Council of Governors Action Required:

The Council of Governors is asked to ratify the outcome of the 2015-16 NED performance evaluation process.

Dr J Whittingham
Chairman
June 2016