

SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

EXECUTIVE SUMMARYREPORT TO THE COUNCIL OF GOVERNORS29 September 2020

Subject	Outcome of Chair Appraisal 2019/20
Supporting TEG Member	Sandi Carman, Assistant Chief Executive
Authors	Martin Hodgson, Vice-Chair CoG Nomination and Remuneration Committee and Annette Laban, Senior Independent Director
Status	To Note

PURPOSE OF THE REPORT

To present the outcome of the Chair's annual appraisal for 2019/20 to the Council of Governors.

KEY POINTS

- The Chair is appraised annually.
- The appraisal process is led by the Council of Governors' Nomination and Remuneration Committee, supported by the Senior Independent Director.
- The process is an evidence-based assessment which includes a questionnaire.
- A total of 25 questionnaires were distributed with 17 returned.
- The outcomes are reviewed and discussed in detail by the Vice-Chair of the Council of Governors' Nomination and Remuneration Committee and the Senior Independent Director and are communicated to the Chair.

IMPLICATIONS

AIM OF THE STHFT CORPORATE STRATEGY 2017 - 2020		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

RECOMMENDATIONS

The Council of Governors is asked to **NOTE** the outcome of the Chair's annual appraisal 2019/20.

Sheffield Teaching Hospitals NHS Foundation Trust Outcome of Chair Appraisal 2019/20

Statement from Council of Governors' Nomination and Remuneration Committee to the Council of Governors meeting, 29 September 2020

The appraisal of the Chair has now been finalised, below are details of the process undertaken and the outcome.

The Chair is appraised annually. The appraisal process is led by the Council of Governors' Nomination and Remuneration Committee, supported by the Senior Independent Director (SID). The appraisal is evidence-based and includes feedback on performance over the previous 12 months. The first part of the process is a set of questions and free text to use as a prompt in order to allow feedback from the Council of Governors' Nomination and Remuneration Committee members, Executive Directors and Non-Executive Directors. The Vice-Chair of the Nomination and Remuneration Committee (V-CNRC) also sought feedback from members of the Council of Governors which was fed into the process.

The questionnaire was sent out to 25 recipients and a total of 17 responses were received. The anonymous responses were collated and analysed both numerically and graphically; a summary of free text was also added.

A meeting took place on 27 July 2020 between the VC-NRC and the SID to review the collated feedback.

The V-CNRC and SID met with the Chair on 4 August 2020 and agreed the following:

The Chair has had another excellent year, leading the Trust with great professionalism and commitment. The feedback reflects the admiration, and in many instances affection, in which he is held. It was also noted, since this will be his last appraisal as Chair, that he has continued to the present to lead the Trust confidently through the unprecedented and troubling times of Covid-19.

On behalf of the Trust, the V-CNRC and SID thanked him for the service he had given to the Trust over the years and wished him well for the future when he retires in December 2020.

Summary of Appraisal to be published:

- Council of Governors' Nomination and Remuneration Committee
- Council of Governors
- Board of Directors

29 September 2020