

Executive Summary
Report to the Council of Governors
Being held on 20 June 2023

Subject	Chair Appraisal 2022/23
Supporting TEG Member	Sandi Carman, Assistant Chief Executive
Authors	Tony Buckham, Senior Independent Director Steve Barks, Vice-Chair CoG Nomination and Remuneration Committee
Status	To Note

PURPOSE OF THE REPORT

To confirm to the Council of Governors that the Chair's appraisal has been completed for 2022/23 and provide an outline of the process and outcome.

KEY POINTS

- The Chair is appraised annually.
- The appraisal process is led by the Senior Independent Director supported by the Council of Governors' Nomination and Remuneration Committee.
- The process is an evidence-based assessment which includes a questionnaire.
- A total of 32 questionnaires were distributed with 22 returned.
- The outcomes are reviewed and discussed in detail by the Senior Independent Director and the Vice-Chair of the Council of Governors' Nomination and Remuneration Committee and are communicated to the Chair.

IMPLICATIONS

Aim of the STHFT Corporate Strategy		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	Create a Sustainable Organisation	✓
6	Deliver Excellent Research, Education and Innovation	✓

RECOMMENDATIONS

The Council of Governors is asked to **NOTE** the completion of the Chair's annual appraisal 2022/23.

APPROVAL PROCESS

Meeting	Date	Approved Y/N
Council of Governors' Nomination & Remuneration Committee	14-06-23	Y

Chair Appraisal 2022/23

Statement from the Council of Governors' Nomination and Remuneration Committee to the Council of Governors' meeting on 20 June 2023.

The annual appraisal of the Chair has now been completed, and details below provide an outline of the process undertaken and summary of the outcome.

The principal aim of the process is to ensure the appraisal is a valuable and valued undertaking that provides an honest and objective assessment of the Chair's impact and effectiveness, while enabling potential support and development needs to be recognised and considered.

Best practice described by the Foundation Trust Code of Governance sets out that the appraisal of the Chair is led by the Senior Independent Director within a framework agreed by the Council of Governors and taking into account the views of directors; governors and external stakeholders¹. In line with this the appraisal process is led by the Senior Independent Director (SID) and supported by the Council of Governors' Nomination and Remuneration Committee.

The process is in line with NHS England and NHS Improvement's framework for conducting annual appraisals of NHS provider chairs.

The appraisal is evidence-based and includes feedback on performance from 1 April 2022 to 31 March 2023. The process is centered on a questionnaire, including a free text component, requesting feedback from the Council of Governors' Nomination and Remuneration Committee members, Executive Directors, Non-Executive Directors and External Stakeholders, nominated by the Chair.

The Vice-Chair of the Nomination and Remuneration Committee (V-CNRC) also requested feedback from the wider membership of the Council of Governors which was fed into the process. The questionnaire was distributed to 32 recipients and a total of 22 responses were received. The anonymous responses were collated and a summary of free text was also included in the analysis.

A meeting took place on 16 May 2023 between the SID and the VC-NRC to review the collated feedback and the Chair joined the second part of this meeting. The outcome of the appraisal was then reviewed by the Council of Governors' Nomination and Remuneration Committee on 14 June 2023.

On reviewing the outcome of the appraisal, the Council of Governors' Nomination and Remuneration Committee agreed that the Chair had a strong performance during another extremely challenging year; leading the Board with pragmatism, compassion and support. She has grown into an effective and respected partner in the Integrated Care System and in Place and is seen as a Chair who others look to for support and guidance. She continues to be passionate in serving all of the Trust's communities and stakeholders in tackling inequalities in health access and opportunity. The Council of Governors' Nomination and Remuneration Committee were unanimous in thanking her for another very positive year.

In concluding its review of the summary appraisal the Committee noted the completion and satisfactory outcome of the Chair's annual appraisal.

Submission of appraisal summary

In line with national guidance, the final summary of the Chair's 2022/23 appraisal was submitted to NHS England/Improvement Regional Directors.

Recommendation

The Council of Governors is asked to **NOTE** the completion of the Chair's annual appraisal 2022/23.

¹ The senior independent director should lead the performance evaluation of the chairperson, within a framework agreed by the council of governors and taking into account the views of directors and governors (B6.3). The Foundation Trust Code of Governance, Monitor 2014.