

## **RECRUITMENT AND SELECTION OF A NEW CHAIRMAN**

### **1. CONTEXT**

The current Chairman of the Trust, David Stone, has announced his intention to retire at the end of December 2011 following a long and distinguished career in that post since the Trust's inception in 2001, following merger, and since its formation as a Foundation Trust in July 2006. Under the Foundation Trust regime, it is a relatively complex process to appoint a new Chairman involving a range of stakeholders, principally the Board of Directors and Governors Council. It will also be apparent that the Chairmanship of the Trust is a crucially important leadership position.

### **2. TIMETABLE**

The Governors Nominations Committee has expressed a wish that the new Chairman should be appointed by the end of October 2011 and the timetable attached at appendix 1 is designed to achieve that outcome.

### **3. KEY ISSUES**

In order that the process can move forward smoothly and the timetable set out above can be adhered to, there are a number of key issues which need to be resolved at this relatively early stage. These are as follows with proposed solutions identified.

- Use of executive search agency – The Nominations Committee has already requested that the Trust Secretary lead a process of identifying an executive search agency through a competitive selection which can assist the Trust in ensuring the widest range of candidates for the post of Chairman. In doing so, the Trust Secretary will be supported by two members of the Nominations Committee and views are sought from the Board of Directors as to the key characteristics of a successful bidder.
- Role of Senior Independent Director – It is proposed that the Senior Independent Director should act as the conduit for the views of the Board concerning potential candidates for the post of Chairman and that, in particular, the Senior Independent Director should be a voting member of the appointment panel.
- Vice Chair of Governors Nominations Committee – It is proposed that the Vice Chair of the Nominations Committee should lead the recruitment and selection process on behalf of Governors and that the Vice Chairman of the Nominations Committee should also Chair the appointment panel. At present, it should also be noted that the Vice Chairman of the Nominations Committee also holds the post of Lead Governor for the Trust.
- Role and contribution of Chief Executive – It is important that the Chief Executive and Chairman can work effectively in partnership in taking the Trust forward through what will clearly be a difficult and challenging time. Whilst this is also recognised that the Chief Executive is ultimately accountable to the Chairman, in view of the acknowledged importance of this partnership and the difficult times that lie ahead for

the Trust it is proposed that the Chief Executive should be involved in long-listing, short-listing and be a non voting member of the appointments panel.

- External Assessor – It is proposed that the appointments panel should be supported by an external assessor who would be a non voting member of the panel. In identifying a suitable assessor, it is proposed that they should be the existing Chairman of a comparable Trust to STH, i.e., a large and complex acute trust and thus able to fully understand the range of issues which the organisation and its Chairman will be facing. The Trust Secretary will take the lead in identifying possible assessors and the final choice will be determined jointly by the Vice Chairman of the Nominations Committee and the Board's Senior Independent Director.
- Budget – It is proposed that a budget of £35,000 be identified for this recruitment process. The budget consisting of £25,000 as the ceiling for the cost of the executive search agency and £10,000 for the recruitment costs particularly placing of an advertisement in a suitable newspaper/journal.

#### **4. CONCLUSION**

The Board is requested to:

- Approve the timetable set out at appendix 1.
- Debate and approve/amend the recommendations set out at section 3 concerning how the key issues concerning the appointment of the Chairman should be addressed.

Neil Riley  
Trust Secretary  
29 March 2011