Ashford and St. Peter's Hospitals NHS
NHS Trust

COUNCIL OF GOVERNORS
1st December 2010

TITLE	**Nominations and Appointments Committee (Non Executive Directors)**
EXECUTIVE SUMMARY	Schedule 7 of the NHS Act 2006 gives the Council of Governors the following specific powers: ▪ It is for the Council of Governors at a general meeting to appoint (or remove) the chair and other non-executive directors. The Code of Governance sets out the responsibilities of a Nominations (and Appointment) Committee in recommending suitable candidates to the full Council of Governors for a decision.
The Council is asked to:	Agree the initial Terms of Reference and consider the membership of the Committee.
Submitted by:	Raj Bhamber Director of Workforce and Organisational Development
Date:	23rd November 2010
Decision:	For Approval

COUNCIL OF GOVERNORS
1st December 2010

Nominations and Appointments Committee (Non Executive Directors)

1 Background

The Board is responsible for the appointment of Executive Directors.

The full Council appoint the Non Executive Directors at a general meeting.

The Nominations and Appointments Committee of the Council of Governors is responsible for the identification and nomination of Non Executive Directors.

Initial Terms of Reference for the Nominations and Appointments Committee have been prepared and are attached.

Composition of the Committee is as follows:

The Committee will consist of seven members.

- The Chairman of the Foundation Trust (or when the Chairman is being appointed, the Deputy Chairman)
- A Non Executive Director
- Five Governors, comprised as follows:
  - Three public governors (no more than one any each constituency) to include the Lead Governor if one has been agreed
  - One staff governor
  - One appointed governor

The Director of Workforce and Organisational Development will be in attendance to advise the Committee.

The Chief Executive will attend Committee meetings and the Committee will be required to take account of the Chief Executive's views.

Membership of the Nominations and Appointments Committee excludes a Governor from membership of the Council's Remuneration and Appraisal Committee.

2 NEXT STEPS

The Composition of the Board is six Non Executive Directors, six Executive Directors and a Non-Executive Chairman.

All Executive Director roles are filled but there will be two vacancies for Non-Executive Directors. It is therefore important that the Nominations and Appointments Committee is established quickly so that the recruitment process can begin in the New Year.

3 RECOMMENDATION

As the Council is in the early stages of formation it is recommended:

1. That the initial Terms of Reference are agreed for a one-year period. Over the first year the Committee will review the Terms of Reference and make recommendations to the Council in respect of their renewal or updating.

2. That membership of the Committee is also for a one-year period in the first instance.

3. Governors who are interested in serving on the Committee in the first year should express an interest to the Chairman. In the event that more expressions of interest are made than available positions, the initial appointments will be made by the Chairman.

4. The Director of Workforce and Organisational Development will then set up the Committee and advise the Committee on planning and implementing the recruitment and selection process.

Nominations and Appointments Committee (for Non-Executive Directors) of the Council of Governors

Terms of Reference

1. Constitution

The Council of Governors hereby resolves to establish a sub-committee to be known as the **Nominations and Appointments** Committee**.**

2. Authority

The Committee is authorised by the Council of Governors to undertake any activity within its Terms of Reference and report back to the Council of Governors which is the body with statutory responsibility for the formal decision in accordance with the NHS Act 2006.

The Committee has no formal powers, other than those specifically delegated in these Terms of Reference.

The Nominations and Appointments Committee will act in accordance with Monitor's Code of Governance and current best practice.

3. Duties

The Nominations and Appointments Committee has been established to provide the Council of Governors with independent and objective recommendations in respect of the names of those individuals they consider suitable for appointment as Non-Executive Director to the Board of Directors. For this purpose, Non-Executive Director includes the Chairman of the Trust.

The Nominations and Appointments Committee will also make recommendations to the Council of Governors concerning the re-appointment of any Non-Executive Director.

On behalf of the Council of Governors the Committee will:

4.1.1 Take into account the Trust's Recruitment and Selection Policy and any other agreed Trust guidance.

4.1.2 Regularly review the balance of skills , knowledge and experience of the Non Executive Directors and make recommendations for changes where appropriate.

4.1.3 Agree with the Council a clear process for the nomination of a Chairman or Non-Executive Director.

4.1.4 Agree a job description defining the roles and capabilities required. This must be prepared taking into account the views of the Board of Directors on the qualifications, skills and experience required for each position.

4.1.5 Participate in the stages of the recruitment process, including:

- Arrangements for advertising.
- Arrangements for short-listing candidates.
- Arrangements for interviewing.

4.1.6 The Committee will monitor the end dates for office of the Non-Executive Directors and recommend timetables for the appointment of successor candidates.

4.1.7 The Committee shall also make recommendations to the Council of Governors as appropriate concerning:

- The re-appointment of any Non-Executive Director at the conclusion of their specified term of office having given due regard to their performance and ability to continue to contribute to the Board in the light of the knowledge, skills and experience required. The Committee will also be informed by the Remuneration and Appraisal Committee regarding re-appointments.
- Any matters relating to the continuation of office of any Non-Executive at any time subject to the provisions of the law and their service contract.

4. Membership

The Committee will be appointed by the Council and shall consist of seven members.

- The Chairman of the Foundation Trust (or when the Chairman is being appointed, the Deputy Chairman)
- A Non Executive Director
- Five Governors, comprised as follows:
  - Three public governors (no more than one from any constituency) to include the Lead Governor if one has been agreed
  - One staff governor
  - One appointed governor

Only members of the Committee as detailed above will attend Committee meetings.

The Director of Workforce and Organisational Development will be in attendance to advise the Committee.

The Chief Executive will attend Committee meetings and the Committee will be required to take account of the Chief Executive's views.

The Trust secretary (acting as secretary to the Committee) will be in attendance.

The Committee will consider the advice of external advisors (the latter will not be a member or have a vote on the Committee).

Not all members of the Committee need participate in all aspects of the process.

Membership of the Nominations and Appointments Committee excludes a Governor from membership of the Council's Remuneration and Appraisal Committee.

Appointments to the Committee shall be for a period of up to three years, which may be extended for one further one-year period. The Governors will be appointed by the Council of Governors. *(For the first year of operation of the Committee membership will be for one year to allow for evaluation of the Terms of Reference).*

Chair

The Committee Chairman will be either the Trust Chairman, or in their absence, an independent Non-Executive Director (usually the Deputy Chairman if appointed). The Chairman shall not attend the Committee when it is dealing with the matter of succession to the chairmanship.

5. Attendance

Deputies will not be permitted.

Members are required to attend at least 50% of any meetings held in the year.

6. Quorum

The quorum necessary for the transaction of business shall be four members, which must as a minimum consist of

- The Chairman or the Deputy Chairman (except where both are unable to attend a meeting of the Committee due to a conflict of interest).
- Two public governors.
- One governor from either the staff or stakeholder group.

7. Frequency and Conduct

The Committee shall meet at least annually or when four or more members of the Committee make a formal request and as required to fulfil its duties.

8. Secretary

The Committee will be supported administratively by the Trust Board Secretary.

Papers will be circulated 1 week in advance of meetings

Minutes of Committee meetings will be circulated promptly to all members of the Committee and will be presented to the next formal meeting of the Council.

9. Reporting Lines

The Committee will make a recommendation on the appointment of appropriate candidates for the role of Non-Executive Director to the full Council for decision.

The Committee shall make a statement in the Annual report about its activities, the process used to make appointments and explain the reasons if external advice or open advertising has not been used.

10. Monitoring

The Committee will, review its own performance, constitution and Terms of Reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Council of Governors for approval at least once a year.

22 November 2010