Ashford and St. Peter's Hospitals NHS
NHS Foundation Trust

COUNCIL OF GOVERNORS
17th May 2012

TITLE	**Chairman's Appraisal**
EXECUTIVE SUMMARY	As required by Monitor's Code of Governance, the Chairman's appraisal for 2011/12 has been completed. The appraisal was conducted in accordance with the process agreed by the Council and is now reported to the Council in line with the Monitor Guide *Your Statutory Duties.* The Remuneration and Appraisal Committee have reviewed and endorsed the 2011/12 appraisal process and outcome for the Chairman.
The Council is asked to:	Note the outcome of the Chairman's appraisal.
Submitted by:	Peter Taylor Senior Independent Director
Date:	13th April 2012
Decision:	For Noting

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Chairman's Appraisal

1 Background

In accordance with Monitor's Code of Governance, the Council of Governors determined the process for the annual appraisal of the Chairman for Ashford & St. Peter's Hospitals NHS Foundation Trust at their meeting in May 2011. The appraisal is led by the Senior Independent Director and includes the following elements:

- Utilisation of an established 360 tool to enable inputs from a diverse range of up to 27 stakeholders, including:
  - Internally – Governors, Executive Directors, Non-executive Directors, the Medical Staff Committee Chairman, the Employee Partnership Forum and the Lead Chaplain;
  - Externally – a range of people and organisations with whom the Trust has regular contact;
- A review of performance in line with agreed objectives for the year that support delivery of the Trust's forward plan;
- Completion of a set proforma to agree an overall conclusion with the Chairman about the quality of performance and further improvements which can be made.

The Senior Independent Director then discusses the appraisal outcome with the Non-Executive Directors and the Lead Governor and produces an annual report to the Remuneration & Appraisal Committee.

2 Review of the Chairman's Appraisal for 2011/12 by the Remuneration & Appraisal Committee

The Chairman's Appraisal was commenced in November and is now complete.

As Senior Independent Director, I have had available to me the results of the 360 review, and I have completed the formal appraisal and held the meeting using the agreed proforma. In addition I have sought views from the Non-Executive Directors and have met with the Lead Governor.

The Remuneration & Appraisal Committee held on 20 March 2012 reviewed the process and endorsed the outcome of the Chairman's appraisal for April 2011 to March 2012. This confirmed that the performance of the Chairman continues to be effective and demonstrates commitment to the role.

Peter Taylor
Senior Independent Director