

Report from the Nominations and Remuneration Committee

Council of Governors	Item: 12
16th October 2019	Enclosure: F
Purpose of the Report: To confirm the outcome of the Committee's work to appoint a Non-Executive Director with the ability to chair the Audit Committee.	
For: Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
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Recommendations: The Council of Governors is asked to note the content of this report.	

Nominations & Remuneration Committee

1.	NED recruitment and succession planning	<p>The Nominations & Remuneration Committee has completed the process of selecting a Non-Executive Director with the ability to chair the Audit Committee. This appointment is due to the retirement of Joan Mulcahy who left the Board on 30th September 2019.</p> <p>The Committee was supported in its work by an Executive Search consultant – Hunter Healthcare – and by the Trust’s Director of Workforce, Kelvin Cheatle.</p> <p>The Committee drew up the Person Specification and was involved in the shortlisting of four candidates for interview. The interview panel comprised Sian Bates (Trust Chairman), Richard Allen (Lead Governor) and Marilyn Frampton (Governor). Gillian Norton (NED Chair of St George’s University Hospitals NHS Foundation Trust) was also on the panel as an independent non-voting member.</p> <p>Interviews took place on 19th August 2019 and the panel unanimously recommended that Damien Régent be appointed for a three year term of office, effective from 1st October 2019.</p> <p>Governors were notified of the Committee’s recommendation on 5th September 2019 with a closing deadline of 9th September 2019 at 5.00 pm for the vote. 23 votes were cast - 22 in favour and 1 abstention.</p> <p>Pre-appointment checks have been carried out by the HR team with regard to the Fit & Proper Persons Test Regulations and appointment details issued.</p>
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