

**EAST KENT HOSPITALS UNIVERSITY NHS FOUNDATION TRUST**

**REPORT TO: COUNCIL OF GOVERNORS – 8<sup>th</sup> MAY 2015**

**SUBJECT: REPORT FROM THE CoG NOMINATION AND REMUNERATION COMMITTEE**

**REPORT FROM: COMMITTEE CHAIR**

**PURPOSE: INFORMATION & RATIFYING RECOMMENDATION**

**SUMMARY OF COMMITTEE ACTIVITY**

The members have not met as a full committee since the last CoG however they have been very active. The main focus of our work has been looking for suitable NEDs and a new Chair to meet the needs of our Trust. Through Odgers (the recruitment agency we appointed) we were presented with forty two NED applicants and four chair applicants. The CoG Nominations and Remuneration members held a shortlisting meeting on 10th April. From detailed scrutiny of the applications shortlists of three Chair candidates and nine NED candidates were derived.

Interviews took place on 20th, 22nd and 23rd April. I am grateful to those who responded to my email of 28th April and am pleased to confirm that the recommendations were ratified. You will have received a further email on 1st May regarding a further interview which took place on 1st May for the Chair position. I hope that you will be able to ratify this recommendation at the Council on 8th May.

At all interviews the panel consisted Jonathan Spencer, who chaired the interviews, Carole George, Brian Glew, Philip Wells and Richard Earland. On 20th April Mark Davies represented Monitor. On 20th, 22nd and 23rd April Jeanette Stennett was present on behalf of HR. On 1st May Sue Lewis represented Monitor and Sandra LeBlanc was present for HR.

At time of writing our new NEDs are ratified as Nikki Cole and Barry Wilding. Should our further recommendation of 1st May be ratified Nikki Cole will be our new Chair with Barry Wilding and Colin Tomson our new NEDs with Satish Mathur a reserve NED should any NED position become vacant later in the year. All these appointments are subject to the usual checks prior to final confirmation. We look forward to welcoming and working with them all.

In the end we had a strong field and believe that the recommended candidates bring the skills and experience we need to move our Trust forward. As well as bringing challenge and rigour to our Board we believe their complementary skills will bring balance to proceedings.

**SUMMARY OF COMMITTEE'S FORWARD PLANS:**

When this round of appointments has completed we will review the whole process and initiate plans for the appointment of further NEDs as required.

As you know some of our existing NEDs are reaching the end of their current terms of office and it is planned to meet in June to discuss these further.

**COUNCIL OF GOVERNORS ACTION REQUIRED:**

1. To ratify the recommendation that Nikki Cole be appointed as Chair of the East Kent Hospitals University Foundation Trust.
2. To note the outcome of the electronic process to appoint two Non Executive Directors. On endorsing (1) above, Barry Wilding and Colin Tomson would be appointed. Satish Mathur would remain on the reserve list, subject to Committee review of NED term expiries due to expire in the Autumn of 2015. The Committee would meet in June 2015 to discuss this further.