

BOARD AND BOARD MEMBERS PERFORMANCE REVIEWS 2009

Report of the Director & Company Secretary

1. SUMMARY OF REPORT

This report sets out the proposed arrangements for the 2009 review of the Board and Board Members' performance.

2. RECOMMENDATION

That the Board approves the arrangements for the review of the Board and Board Members' performance 2009 as outlined in this report.

3. MATTER FOR CONSIDERATION

- 3.1 The Board annually reviews its performance and that of individual Board Members. Compulsory participation in the review was agreed by the Board in April 2005, with the exception of any new Members who may feel unable to appraise the Board or their colleagues, or their colleagues of them, at such time. Philip Hickson will therefore not be included this year. The same will apply to any new Members appointed as a result of this year's Tenant and Leaseholder Board Members.
- 3.2 Last year's review was carried out by the Chair of Derby Homes and the Governance Services Manager. In 2007, it was facilitated by Ita Cooke, a consultant with the Board Development Agency (BDA), in order to provide objectivity. It is proposed to use BDA again this year in order to compare the outcomes between 2007 and now.
- 3.3 Board Members will be asked to complete two questionnaires, one to appraise the Board as a whole, and the second to appraise colleagues individually. The Executive Team will also be asked to appraise the Board as a whole.
- 3.4 The forms used in 2008 are attached at Appendix A. It is proposed to review the forms with the BDA consultant prior to commencing the appraisal exercise.
- 3.5 Once the appraisal forms have been returned and analysed, Board Members will be invited to attend an appraisal meeting with the Chair, Dennis Rees, the consultant and the Governance Services Manager, to discuss the results and agree a training and development programme. The outcome of the Board review will be reported to the Board on in January 2010 or discussed at the Board Away Day in February.
- 3.6 The proposed timetable for the review is as follows:

w/c 2/11/09	Board Members and Executive Team receive the two performance appraisal questionnaires
w/e 20/11/09	All forms returned to the Governance Services Manager
23/11/-4/12/09	BDA consultant evaluates the forms
w/c 7/12/09	Board Members receive results of their performance review
w/c 14/12/09	Board Members attend appraisal meetings with Chair, BDA and Governance Services Manager
28 January 2010	Board receives report on the outcomes of the whole Board performance appraisal
February 2010	OR Board discusses outcomes of the whole Board performance appraisal.

4. FINANCIAL AND BUSINESS PLAN IMPLICATIONS

The Board Development Agency has provided a quote of £5,500 plus expenses and VAT. The costs will be contained within the Board Training Budget.

The areas listed below have no implications directly arising from this report

- Consultation
- Legal and Confidentiality
- Personnel
- Environmental
- Equalities Impact Assessment
- Health & Safety
- Risk

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or the Chief Executive, phil.davies@derbyhomes.org - Tel 01332 711010

Author: Jackie Mitchell, Governance Services Manager, Telephone 01332 711043, Email jackie.mitchell@derbyhomes.org

Background Information: None

Supporting Information: None