## NHS provider chair

## Multisource assessment – impact and effectiveness (confidential when completed)

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| --- | --- |
| Name of provider trust: |  |
| Name of chair: |  |
| Name and role of appraisal facilitator: |  |
| Assessment period: |  |

## Part 1: Responses to statements relating to the NHS provider chair competencies framework

The following themed statements relate to the chair’s impact and effectiveness in their role. Please respond to as many of the statements as possible. Where you are unable to provide a response, please leave the relevant field(s) blank.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Competency: Strategic | Strongly agree | Agree | Disagree | Strongly disagree |
| Leads the board in setting an achievable strategy. |  |  |  |  |
| Takes account of internal and external factors to guide decision-making sustainably for the benefit of patients and service users. |  |  |  |  |
| Provokes and acquires new insights and encourages innovation. |  |  |  |  |
| Evaluates evidence, risks and options for improvement objectively. |  |  |  |  |
| Builds organisational and system resilience, for the benefit of the population of the system as a whole. |  |  |  |  |

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| Competency: Partnerships | Strongly agree | Agree | Disagree | Strongly disagree |
| Develops external partnerships with health and social care system stakeholders. |  |  |  |  |
| Demonstrates deep personal commitment to partnership working and integration. |  |  |  |  |
| Promotes collaborative, whole-system working for the benefit of all patients and service users. |  |  |  |  |
| Seeks and prioritises opportunities for collaboration and integration for the benefit of the population of the system as a whole. |  |  |  |  |

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| --- | --- | --- | --- | --- |
| Competency: People | Strongly agree | Agree | Disagree | Strongly disagree |
| Creates a compassionate, caring and inclusive environment, welcoming change and challenge. |  |  |  |  |
| Builds an effective, diverse, representative and sustainable team focused on all staff, patients and service users. |  |  |  |  |
| Ensures all voices are heard and views are respected, using influence to build consensus and manage change effectively. |  |  |  |  |
| Supports, counsels and acts as a critical friend to directors, including the chief executive. |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Competency: Professional acumen | Strongly agree | Agree | Disagree | Strongly disagree |
| Owns governance, including openness, transparency, probity and accountability. |  |  |  |  |
| Understands and communicates the trust’s regulatory and compliance context. |  |  |  |  |
| Leverages knowledge and experience to build a modern, sustainable board for the benefit of patients and service users. |  |  |  |  |
| Applies financial, commercial and technological understanding effectively. |  |  |  |  |

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| --- | --- | --- | --- | --- |
| Competency: Outcomes focus | Strongly agree | Agree | Disagree | Strongly disagree |
| Creates an environment in which clinical and operational excellence is sustained. |  |  |  |  |
| Embeds a culture of continuous improvement and value for money. |  |  |  |  |
| Prioritises issues to support service improvement for the benefit of the population of the system as a whole, ensuring patient safety, experience and outcomes remain the principal focus. |  |  |  |  |
| Measures performance against constitutional standards, including those relating to equality, diversity and inclusion. |  |  |  |  |

## Part 2: Strengths and opportunities

Please highlight the chair’s particular strengths and suggest any areas in which there are opportunities for increasing their impact and effectiveness.

Field sizes are adjustable.

**Strengths: What does the chair do particularly well?**

**Opportunities: How might the chair increase their impact and effectiveness?**

## Part 3: Additional commentary

Please provide any additional commentary relating to any aspects of the chair’s conduct, impact and effectiveness in their role.

The field size is adjustable.

**Additional commentary**

Thank you for participating. Please now send your completed template to the appraisal facilitator, who will treat your responses in strict confidence. Should you wish to discuss any of your responses with the appraisal facilitator, again in strict confidence, please request to do so.