

## Chief Executive and Chair's Objectives 2020

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<b>Type of business</b>	<i>To Note</i>
<b>For Council only:</b>	Public session
<b>Issue</b>	At the December 2019 Council meeting, it was agreed that the finalised objectives for 2020 would be presented to the Council.
<b>Recommendation</b>	The Council is asked to note the finalised objectives for the Chair and Chief Executive.

### 1. 2019 Performance assessment

- 1.1 Since the December 2019 Council meeting, the performance against objectives for both the Chair and the Chief Executive have been completed. The Chair's review was undertaken by the Senior Independent Council Member and the Chief Executive's was completed by the Chair of the Council.
- 1.2 Members of the Council were invited to give feedback.
- 1.3 The Chair's objectives for 2019 are summarised below
  - i) Ensure the Council has a robust strategy.
  - ii) Ensure that management has appropriate plans to deliver the strategy and monitor impact against plans.
  - iii) Lead the Council in assessing management's delivery of the approved strategy and in identifying areas of unacceptable performance.
  - iv) Ensure that the organisation is:
    - effective in protecting patients and being fair to registrants and in promoting high and improving standards of care, treatment and professional education
    - well-managed, and efficient and innovative in its use of resources
    - fully complying with the requirements of statute and of its regulators
    - open and transparent in its relations with those who use its services and other stakeholders, and actively seeking their participation in developing new policies and processes; and
    - a good and supportive employer whose practices reflect current public sector norms.
  - v) Ensure estates strategy is implemented efficiently and effectively.
  - vi) Ensure separation of adjudication function is achieved and consider change of name/branding to emphasise the GDC's public protection role.
  - vii) Ensure that the Council's work programme is appropriately prioritised and timetabled and balanced and that it is basing its decisions on good-quality papers and

presentations, which offer reliable and appropriate research and information and analysis.

1.4 It is noted that the Chair's objectives for 2019 were met, or significant progress had been made in line with the detailed timelines.

1.5 For 2019, the Chief Executive had five high-level objectives:

- (i) ensure that the organisation is fit for purpose; that the organisational design supports agility and effective working; and that the executive is appropriately skilled and operates in the most effective manner to support delivery of this objective and the wider strategic objectives in the strategy document.
- (ii) ensure the organisation has the information it needs to address the questions (in Appendix 1 to the objectives document) regularly, and that areas of under-performance are identified, and effective action is taken by management.
- (iii) ensure the organisation is financially secure and provides the best possible value for money in delivering its mission and the Council's strategic priorities, maintaining a culture of robust cost control and seeking to reduce costs where appropriate.
- (iv) ensure that the executive works effectively with stakeholders and partners to support delivery of this objective and the wider strategic objectives in the strategy document.
- (v) ensure that the organisation shows steady improvement in the number of PSA targets obtained, securing all possible standards by the close of 2019.

1.6 The performance against these objectives has been reviewed by the Chair and his assessment is in line with the self-assessment of the Chief Executive, which was previously shared with Council in December 2019.

## **2. 2020 Objectives**

2.1 For 2020, the objectives for the Chair and CEO have been simplified to reflect the 2020-22 Corporate Strategy and Costed Corporate Plan delivery.

2.2 The Chair's objectives have now been discussed with the Senior Independent Council Member and are set as follows:

- a. Oversee the implementation of the Board Effectiveness review and the delivery of Deloitte's recommendations.
- b. Ensure the Council is well-supported and operates effectively.
- c. Ensure that the organisation continues to develop the policies and processes that will ensure it becomes a high-performing regulator, which protects consumers and is seen to be fair to registrants.
- d. Ensure the organisation is well managed.

2.3 The Chief Executive's objectives have been discussed with the Chair and are set out as follows:

- a. Ensure that the organisation is fit for purpose; that the organisational design supports agility and effective working; and that the executive is appropriately skilled and operates in the most effective manner to support delivery of this objective and the wider strategic objectives in the strategy document
- b. Ensure the organisation has the information to manage performance regularly, that areas of under-performance are identified, and effective action is taken by management.

- c. Ensure the organisation has clarity regarding its strategic objectives, is financially secure, and provides the best possible value for money in delivering its mission and the Council's strategic priorities.
  - d. Ensure that the executive works effectively with stakeholders and partners to support delivery of this objective and the wider strategic objectives in *Right Place, Right Time, Right Touch*.
  - e. Ensure that the organisation shows steady improvement in the number of PSA targets obtained, securing all possible standards by the close of 2020.
- 2.4 Both the Chair and the Chief Executive have defined activities, measures and timelines which underpin these objectives and will be reviewed through the year.

### **3. Equality, diversity and privacy considerations**

- 3.1 The individuals have given consent for personal performance information to be included in this paper

### **4. Monitoring and review**

- 4.1 There will be a formal mid and end of year review of performance against these objectives.

#### **Appendices**

- a. None

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