General Dental Council | HR

Objectives for 2020
Chair of Council

Objectives	Activities	Timescale	Measures
	(How will you achieve the objective?)		(How will I know I've been successful?)
1. Oversee the implementation of the Board Effectiveness review	Recast agenda so that most business is discussed in open session.	Adopted from December 2019 Implement now	Review percentage of papers discussed in closed session and assess if this is consistent with the objective.
	Simpler papers with less history, no executive summaries which duplicate the body of the paper, a clear statement of the purpose of the paper, and fewer appendices that are of limited value to the Council.	Implement now	Seek Council's feedback quarterly
	Fewer workshops, with clear purpose and agenda, and short notes of outcomes	Beginning January 2020	Review with Council in mid-2020

	Clarify the roles and responsibilities of the Chair, NEDs, Committees, Accounting Officer
	
	Develop a more strategic focus in the Council in relation to:-
	
	  ➢ Assessment of organisational performance and KPIs
	  ➢ Stakeholder relations
	  ➢ Assurance and risk
		Beginning Q1 2020	Assess with Council in Q1 2020
			
			Fewer, more strategic KPIs reviewed by Council
			
			More engagement with Government in all four UK administrations

	Review committee structures and operations to achieve:-
	
	  ➢ Clarity of purpose and extent of delegation
	  ➢ More precise definition of issues referred to Council for decision or guidance
	  ➢ Clear assurance
	  ➢ Less overlap between committees
		Q1 of 2020	Feedback from Council, committee chairs and EMT

	Objectives	Activities (How will you achieve the objective?)	Timescale	Measures (How will I know I've been successful?)
2.	Ensure the Council is well-supported and operates effectively	Oversee process to reappoint three existing members and to recruit replacements for retiring Council Members	Throughout first half of 2020	Appointments made
		Ensure new members receive an appropriate induction	2-3 months following appointment	Feedback from new Members
		Review regularly that changes flowing from the board effectiveness review are enabling Council to adopt a more strategic approach	Throughout 2020	Feedback from Council, Chairs and EMT
		Assess implementation of the corporate strategy. Ensure that areas where changes are necessary are identified and appropriate action taken.	Mid-2020	
3.	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.	Secure a positive decision from Council to increase the separation of the GDC's investigation and adjudication functions.	December 2019	Outcome of debate in the Council
		Implement the necessary changes to structures and processes	By Q3 2020	
		Review how the GDC communicates to the public and the professions its core purpose	Throughout 2020	Stakeholder engagement survey
		Ensure management has a strong focus on improving timeliness of the processing of FtP cases	Throughout 2020	Achievement of PSA standard
		Continue to develop detailed proposals for legislative change. Seek support from other professional healthcare regulators, the professions and health departments. Lobby DHSC for early legislation.	Throughout 2020	Section 60 orders made to tackle our priority issues.
4.	Ensure the organisation is well managed	Regularly review with Council, Chairs' Group and EMT ➢ Management of risk	Throughout 2020	Risks aligned with risk appetite. Mitigation/management plans are effective.

Objectives	Activities **(How will you achieve the objective?)**	Timescale	Measures **(How will I know I've been successful?)**
	➢ The extent to which the organisation's performance is consistent with the costed corporate plan ➢ Reputation and stakeholder engagement ➢ Staff engagement and morale		Organisational governance meets all requirements. KPIs achieved. Stakeholder engagement survey is positive Staff survey positive

Signed by Senior Independent Council Member: **Date:**

Signed by appraisee (Chair of Council):   **Date:**

Review of 2020 Objectives

Objectives	Chair of Council's Self-Assessment	Senior Independent Council Member's Assessment

Signed by Senior Independent Council Member: **Date:**

Signed by appraisee (Chair of Council):   **Date:**