

## Annex 2: Board Member Performance Agreement Framework 2007/8

### Natural England Board and Executive Performance Agreement Framework 2007/8

Dimension of Performance	Chair	Chief Executive	Board Members	Executive Board	Executive
<b>Organisation</b>	Performance as an organisation (60%)	Performance as an organisation (60%)	Performance as an organisation (50% <sup>1</sup> )	Performance as an organisation (40%)	Performance as an organisation (30%)
<b>Team</b>	Performance of the Board in carrying out its functions (30%)	Performance as a Board Member (10%)	Performance of the Board in carrying out its functions. (30%)		
		Leadership of the Executive Board & Staff (20%)		Performance as a member of the Executive Board (25%)	
				Leadership of Functional Teams (25%)	Performance as a Member of the Natural England Executive (30%)
					Leadership of National or Regional Management Team (30%)
<b>Individual</b>	Performance in role (10%)	Performance in Accounting Officer Role (10%)	Performance in Individual portfolios (20%)	Sponsorship of Major initiatives/targets (10%)	Sponsorship of Major initiatives/targets (10%)

<sup>1</sup> Percentage contribution to overall performance (NB not the percentage of time spent)

## NATURAL ENGLAND

### BOARD MEMBER PERFORMANCE AGREEMENT 2007/2008

Name:

OUTCOMES AND BEHAVIOURS	ACHIEVEMENT
<p><b>Organisation</b> <b>Contribution to overall performance : 50%</b></p> <ul style="list-style-type: none"><li>• Setting strategic direction and policy including:<ul style="list-style-type: none"><li>- strategic capability</li><li>- policy effectiveness</li><li>- stakeholder and customer knowledge and perspectives</li><li>- specialist knowledge of the natural environment</li><li>- specialist organisational skills and experience</li></ul></li><li>• Monitoring and review of Natural England's performance including:<ul style="list-style-type: none"><li>- corporate governance</li><li>- delivery against our strategic direction</li><li>- financial and resource management</li><li>- delivery of Natural England's statutory functions</li><li>- exercise of powers reserved to the Board</li></ul></li></ul>	<p>Assessed through annual review of collective Board performance (externally facilitated session)</p>
<p><b>Team</b> <b>Contribution to overall performance : 30%</b></p> <ul style="list-style-type: none"><li>• Contribution to the effective working of the Board as a Team including:<ul style="list-style-type: none"><li>- Board meetings</li><li>- Board Committees (Audit Committee and Scientific Advisory Committee)</li><li>- Board Outcome Groups</li><li>- Board workshops</li><li>- Board activities and events</li></ul></li><li>• Role modelling team working and behaviours</li></ul>	<p>Assessed by the Chair on the basis of</p> <ul style="list-style-type: none"><li>- self assessment</li><li>- 360 degree feedback</li></ul>

<b>Individual Contribution to overall performance : 20%</b>	
<ul style="list-style-type: none"> <li>• Contribution through individual responsibilities such as: <ul style="list-style-type: none"> <li>- individual leadership (eg Chair of Committees or Task Groups)</li> <li>- representing Natural England in with expert groups and bodies</li> <li>- representing Natural England in a region</li> <li>- representing Natural England with a particular stakeholder eg National Parks</li> </ul> </li> <li>• Role modelling Natural England's individual values and behaviours</li> </ul>	Assessed by the Chair on the basis of <ul style="list-style-type: none"> <li>- self assessment</li> <li>- 360 degree feedback</li> </ul>

Signed

Signed

Signed

Signed

XXXXX  
Board Member

Martin Doughty  
Chair

XXXXX  
Board Member

Martin Doughty  
Chair

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