

REPORT TO THE TRUST BOARD: PUBLIC
25 MARCH 2021

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| Title | Appointments & Remuneration Committee 15 December 2020 and 25 February 2021 – Committee Chair’s Report |
| Committee Chair | Ken Batty, Non-Executive Director and Committee Chair |
| Author | Cathy Lilley, Director of Corporate Governance |

Purpose of the report

To bring to the Board’s attention key issues and assurances discussed at the Appointments & Remuneration Committee meetings held 15 December 2020 and 25 February 2021.

Issues to be brought to Board’s attention

25 February 2021

At its meeting on 25 February 2021, the Committee received updates on the CEO recruitment, Board Assurance Framework (BAF), People Plan and the investigation into a Director’s qualification claims.

The Committee wished to draw the Board attention to its discussions on the following:

- **Chief Executive Recruitment:** The Committee agreed the recruitment process and timeline including the role of the Council of Governors in the appointment
- **People Plan Update*:**
 - Staff survey results: although percentage of staff completing has reduced, overall encouraging results. Themes being identified and reviewed, and targeted actions being developed

**A more detailed report is included in the People Plan Update Report agenda item 9*

- **Board Assurance Framework (BAF)*:**
 - The continued stresses and pressures on staff as a result of the pandemic and noted the emphasis on self-care and supporting each other
 - As the lead employer for people working at vaccination centres across NEL, this may provide a source of staff after centres close or work/demand reduces
 - Continued focus and emphasis on race and privilege work including risk assessments and wellbeing checks
 - Rolling out ‘Trialog’ to support supervision and experiences at work
 - The Committee requested that future reports also include narrative around how/if the mitigations identified are being effective and therefore impacting on the risk scores.

**A more detailed report is included in the Audit Committee assurance report agenda item 13b*

15 December 2020

At its meeting on 15 December 2021, the Committee received updates on the CEO recruitment, Board Assurance Framework (BAF), People Plan, Compass Wellbeing CIC, Executive Directors performance 2019/20, VSM Pay and Executive Directors update.

The Committee wished to draw the Board’s attention to its discussions on the following:

- **Interim CEO:** The Committee approved Paul Calaminus’ appointment as Interim CEO with effect from 1 October 2020
- **Chief Executive Recruitment:** The Committee agreed the recruitment process and timeline including the role of the Council of Governors in the appointment
- **People Plan Update*:**
 - Mass Vaccination Centre: The breadth of work being undertaken to establish a workforce for the centre for north east London
 - Noted the continued work on equalities and with regards to the race and privilege conversations, feedback has been received from white colleagues who feel ‘uncomfortable’

with being labelled 'privileged' particularly if they have come from a social/economic disadvantaged background and who find it difficult to raise concerns as may come across as not being supportive of race equality

**A more detailed report is included in the People Plan Update Report agenda item 9*

- **Board Assurance Framework (BAF)*:**

- Received assurance that there is a focus on ensuring there is the appropriate resource to manage the challenges that have arisen from the pandemic
- Acknowledged the significant progress being made although there continued to be challenges and pressures on the people and workforce agenda

**A more detailed report is included in the Audit Committee assurance report agenda item 13b*

- **Compass Wellbeing CIC:** The Committee approved the extension to the Chair's term of office by a further two years.
- **Executive Directors Performance 2019/2020 and Objectives 2020/2021:** The Committee received and discussed the satisfactory performance appraisals for all Executive Directors and considered, and supported, the overarching and individual objectives and personal objectives for 2020/21.
- **VSM Pay:** The Committee approved the implementation of an uplift for the Trust's VSMs (very senior managers) in line with Department of Health & Social Care (DHSC) recommendations.