

REPORT TO THE TRUST BOARD – PUBLIC
9 May 2018

Title	Appointments and Remuneration Committee, April 2018 – Chair's report
Committee Chair	Marie Gabriel, Trust Chair

Purpose of the Report:

To bring to the Board's attention key issues and assurances discussed at the Appointments and Remuneration Committee on 11 April 2018.

NB: Marie Gabriel chaired the meeting in Ken Batty's absence

Issues to be brought to Board's attention:

The following key issues and assurances were considered by the Committee:

- **Chief Medical Office – confirmation of appointment:** The Committee were pleased to confirm Dr Paul Gilluley to the post of Chief Medical Officer.
- **Chief Nurse – recruitment update:** The Committee received an update on the recruitment timetable and approved the extension of the current interim arrangements to the end of September 2018.
- **Appraisal data – ESR module:** The Committee noted that free ESR module does not meet the Trust's needs for monitoring appraisals. Other options were being looked at through the IT working group.
- **Workforce Strategy:** The Committee received a presentation on the workforce strategy and how this was aligned with the Trust Strategy. The four key areas are: capacity and capability; leadership and consistency; team working and collaboration across organisations; and staff engagement. The presentation included a demographic analysis of the Trust's workforce, and analysis of reasons given by leavers. The next iteration of the strategy would be brought to a future meeting.
- **ELFT Gender Pay Gap:** The Committee received a report on the gender pay gap, which was 12.5%. This was a 2% reduction from the previous year, but there was still a gap. The Committee asked whether it was possible to look at pay gaps for other protected characteristics, which would be looked into.
- **Director of HR and OD – recruitment:** The Committee were advised that Paul Calaminus had a timetable for the recruitment, and that interim arrangements had been agreed.