

## Remuneration and Nominations Committee Report

<b>Agenda item 22 Paper 18</b>	
<b>Author:</b>	Justin Dix Governing Body Secretary
<b>Executive Lead:</b>	Matthew Knight, Chief Finance Officer
<b>Relevant Committees or forums that have already reviewed this paper:</b>	Remuneration and Nominations Committee
<b>Action required:</b>	To note
<b>Attached:</b>	None
<b>CCG Strategic objectives relevant to this paper:</b>	Organisational development Core business: relevant to all / most objectives
<b>Risk</b>	There are workforce risks on the risk register relevant to this paper
<b>Compliance observations:</b>	<b>Finance:</b> The Committee oversees senior appointments – there are cost pressures associated with organisational development but these are budgeted for. The committee reviews costs against market benchmarks and seeks auditor advice where appropriate.
	<b>Engagement :</b> No specific issues however there is general feedback from the staff forum
	<b>Quality impact:</b> No specific issues
	<b>Equality impact:</b> EqIA is undertaken regarding HR policies and specific HR initiatives
	<b>Privacy impact:</b> No specific issues
	<b>Legal:</b> The CCG is advised on HR law but its HR team and legal opinions are commissioned if required.

## **EXECUTIVE SUMMARY**

The Remuneration and Nominations Committee met on the 29<sup>th</sup> January. Key issues to highlight to the Governing Body were agreed as:

- Induction has been set up for all new GB members / Clinical professions
- There are significant HR risks in the local labour market
- Lay member development is being enhanced and weekly newsletters will be circulated.

The committee meets again on the 18<sup>th</sup> March prior to the Governing Body.

**Date of paper**

11<sup>th</sup> March 2016

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