

## NHS ENGLAND – PRIVATE BOARD PAPER

**Title:**

2016-17 Strategic Human Resources and Remuneration Committee (SHRRC) Annual Report

**Rationale for Discussion in Private Meeting:**

The SHRRC deals with sensitive staff information

**Lead Director:**

Professor Sir Malcolm Grant

**Purpose of the paper:**

To update the Board on the work of the SHRRC in 2016-17.

**Actions required from the Committee:**

To note the content of the report.

# **Annual Report - Strategic Human Resources and Remuneration Committee 2016-17**

## **INTRODUCTION**

1. The purpose of the Strategic Human Resources (HR) and Remuneration Committee is to approve the appropriate remuneration and terms of service for the Chief Executive, Directors and other Executive and Senior Managers and to consider some issues in relation to all staff employed by NHS England. The committee is also responsible for maintaining an overview about and advising upon strategic HR and organisation development issues for NHS England as a whole, including areas of staff engagement and experience, talent management and workplace diversity and inclusion.

## **MEETINGS OF THE COMMITTEE**

2. During 2016-17, the Strategic HR and Remuneration Committee met on two occasions.
3. Membership of the Committee is as follows:
  - Sir Malcolm Grant, Chairman
  - David Roberts, Vice-Chair and Non-Executive Director
  - Dame Moira Gibb, Non-Executive Director
4. During 2016-17, there were no changes to the membership of the Committee.
5. A summary of members' attendance is given at annex 1.

## **DELIVERY OF THE WORK PROGRAMME**

6. During the period of this report, the key issues considered by the Committee were:
  - NHS England core capabilities
  - Staff Engagement, which has continued to improve, with overall engagement scores up by 10% over the past three years
  - Diversity in the NHS England workforce
  - Talent management and development
  - Resignations and appointments of National Directors

## **WORK PROGRAMME FOR 2016-17**

7. 2016-17, the Committee will continue to focus upon the following key areas:
  - Organisation design and capabilities for NHS England
  - Staff experience and engagement levels, particularly through a programme of transformation and change
  - Workforce diversity and improving representation at senior levels, particularly from black and minority ethnic staff
  - Talent Management and succession planning activities
  - Issues relating to National Director appointments, remuneration and terms of service (as appropriate)

- Performance objectives review of the Chief Executive and National Directors

## **REVIEW OF TERMS OF REFERENCE**

8. The terms of reference for the Committee have been reviewed, with no proposed changes.

## **REVIEW OF EFFECTIVENESS**

9. The Committee continues to provide effective oversight, governance and approval for the appointment, remuneration and terms and conditions of service for National (Executive) Directors of the Board. In addition, the Committee has increased its oversight and scrutiny role effectively in respect of strategic HR issues, including: Talent Management, Staff Engagement and organisational culture, as well as proposed operating model changes.

## **ASSURANCE STATEMENT**

10. The Strategic HR and Remuneration Committee has fully met with its terms of reference and has discharged its functions accordingly. There have been no issues of note to raise with the Board from the operation of the Committee during 2016-17.

## **RECOMMENDATIONS**

11. The Board is asked to:
  - Note the report
  - Take assurance from the Committee with regard to delivery of the work programme.

**Annex 1 – Strategic Human Resources and Remuneration Committee (SHRRC) attendance for 2016-17**

<b>Member Name:</b>	<b>Date of Meeting: 28 July 2016</b>	<b>Date of Meeting: 9 February 2017</b>
	<b>In attendance: Yes/No</b>	<b>In attendance: Yes/No</b>
Professor Sir Malcolm Grant	Yes	Yes
David Roberts	Yes	Yes
Dame Moira Gibb	Yes	Yes

**In addition, please note the following officers were in attendance at meetings of the Committee:**

<b>Member Name:</b>	<b>Title</b>	<b>Date of Meeting: 28 July 2016</b>	<b>Date of Meeting: 9 February 2017</b>
		<b>In attendance: Yes/No</b>	<b>In attendance: Yes/No</b>
Simon Stevens	Chief Executive Officer	Yes	Yes
Karen Wheeler CBE	National Director: Transformation and Corporate Operations	Yes	Yes
Matthew Swindells	National Director: Operations and Information	Yes	Yes
Dr Stephen Moir	Chief People Officer	Yes	Yes
Helen Bullers	Regional Director of People and Organisation Development (London)	No	Yes