

PART 2 BOARD PAPER - NHS ENGLAND

Title:

Report of the Strategic HR and Remuneration Committee to the Board.

Lead Director:

Sir Malcolm Grant, Chairman.

Rationale for this Paper Being Discussed in the Private Session:

This report is taken in the private meeting of the Board as it relates to matters which are sensitive and confidential relating to employees of NHS England.

Purpose of Paper:

- To update the Board of the meeting of the Strategic HR and Remuneration Committee on 23 July 2015.

The Board is invited to:

- Receive and be assured by the content of the report.

NHS England Board Meeting Part 2 – 24 September 2014**REPORT TO THE BOARD FROM: Strategic HR and Remuneration Committee****COMMITTEE CHAIR: Sir Malcolm Grant****DATE OF COMMITTEE MEETING: 23 July 2015****1.0 MATTERS FOR THE BOARD'S ATTENTION**

1.1 No matters were raised by the Committee for the attention of the Board.

2.0 ITEMS FOR THE BOARD'S INFORMATION AND ASSURANCE**Organisation and Core Capabilities**

- 2.1 The Committee was given a strategic overview of proposals for developing the organisation and core capabilities required as NHS England's role continues to develop in respect of the leadership of the NHS and delivery of the *Five Year Forward View*. The Committee recommended shared work to co-design a management structure and ways of working with NHS Improvement to ensure the two organisations develop consistently and collaboratively.
- 2.2 The Committee endorsed this work being further developed and providing the strategic framework to strengthen clarity about the role, purpose and organisation of NHS England within a changing context.

NHS England – Workforce Race Equality Standard

- 2.3 The Committee was updated on the performance of NHS England, as an employer, against the Workforce Race Equality Standard (WRES), which had been introduced across all NHS provider organisations, as part of the NHS Standard Contract, from 01.04.15. The Committee was advised about the improvements needed by NHS England to strengthen its data collection in respect of ethnicity of the workforce, the need to particularly improve the number of appointments from Black and Minority Ethnic (BME) heritage backgrounds into senior roles and, the requirement to better understand the experience of BME staff working within NHS England.
- 2.4 The Committee carefully considered the current status of NHS England's performance in this respect, both as an employer and as system leader, and was assured by the improvement actions identified to seek to enhance organisational performance against the nine WRES metrics by 31 March 2016.

National Director Appointment

- 2.5 Following the announcement of Dame Babara Hakin's retirement from the NHS at the end of 2015, the Committee discussed the recruitment for the next National Director: Commissioning Operations. It was agreed that this matter would be progressed by the Chair and Chief Executive, prior to the next meeting of the Committee.

NHS Workforce

- 2.6 The Committee was advised on the strategy and direction for the NHS Workforce as a whole and the outcomes from the NHS Staff Survey.
- 2.7 The Committee discussed a number of issues, highlighting the need for strategic oversight and greater clarity of roles across the various Arm's Length Bodies, including Health Education England, and the Department of Health, but recognising that this was not a primary role for NHS England.

3.0 PROGRESS AGAINST THE COMMITTEE'S ANNUAL WORK PLAN

3.1 The Committee is fully meeting the requirements of its work plan.

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Date: August 2015