

<b>To:</b>	Legal Services Board	
<b>Date of Meeting:</b>	14 July 2016	<b>Item:</b> Paper (16) 52

<b>Title:</b>	Remuneration and Nomination Committee (RNC) – Report of 6 July 2016 meeting	
<b>Author/ Introduced by</b>	Helen Phillips, Chair, RNC	
<b>Status:</b>	OFFICIAL	

<b>Summary:</b>
<p>The RNC met on 6 July 2016. The minutes of the meeting are being finalised and will be circulated to the Board once they have been agreed by the Committee.</p> <p>At the meeting, the Committee:</p> <ol style="list-style-type: none"> <li>1. Agreed: <ul style="list-style-type: none"> <li>• that the process to recruit a new Chair and a member of the Legal Services Consumer Panel should commence</li> <li>• to note the steps to be taken by this Committee in developing recommendations to the Board regarding the coming to an end of first terms of office for the Chair and a non-lay member of the Office for Legal Complaints (OLC)</li> <li>• to note the progress of the MoJ led exercise to appoint two lay members to the LSB Board.</li> </ul> </li> <li>2. Noted the outcome of the LSB's 2015/16 performance review process, and, subject to MoJ approving the pay remit, discussed the Chief Executive's intentions for distributing the 2016 pay award.</li> <li>3. Noted the findings from the annual review of resourcing trends across the LSB, including figures on turnover, wastage and vacancy rates, and sickness absence.</li> <li>4. Discussed tentative ideas for improving the LSB 'offer' to colleagues, taking account of the 'total reward' principle that is in operation.</li> <li>5. Received an update from the Chief Executive on actions that are being taken to address the issues raised in the 2015 colleague survey.</li> <li>6. Discussed some of the messages emerging from the 2015/16 member appraisal process, and the 2016 Board evaluation exercise, including in relation to the latter, feedback received from colleagues on their interactions with Board members at meetings and informally.</li> </ol>

<b>Recommendation:</b>
The Board is invited to note the report of the Remuneration and Nomination Committee.
<b>FoIA:</b>

