

<b>To:</b>	Legal Services Board	<b>Agenda Item:</b> 15
<b>Date of Meeting:</b>	19 July 2017	<b>Item:</b> Paper (17) 53

<b>Title:</b>	Remuneration and Nomination Committee (RNC) - Report of the 6 July 2017 meeting
<b>Author/introduced by:</b>	Jemima Coleman, Interim Chair, Remuneration and Nomination Committee Toni Whitby, Corporate Governance Manager <a href="mailto:toni.whitby@legalservicesboard.org.uk">toni.whitby@legalservicesboard.org.uk</a>
<b>Status:</b>	Official

<b>Summary:</b>
The RNC met on 6 July 2017. This paper summarises the key issues considered by the Committee.

<b>Recommendation(s)</b>
The Board is invited to <b>note</b> the report of the RNC meeting.

<b>Risks and mitigations</b>
<b>Financial:</b> N/A
<b>Legal:</b> N/A
<b>Reputational:</b> N/A
<b>Resource:</b> N/A

Consultation	Yes	No	Who / why?
<b>Board Members:</b>	✓		RNC Chair
<b>Consumer Panel:</b>		✓	N/A
<b>Others:</b>	N/A		

<b>Freedom of Information Act 2000 (Fol)</b>		
Para ref	Fol exemption and summary	Expires
Annex A	Section 22: information intended for future publication	

## LEGAL SERVICES BOARD

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### Remuneration and Nomination Committee (RNC) Report of the 6 July 2017 meeting

1. The Remuneration and Nomination Committee (RNC) met on 6 July 2017. Items discussed are summarised below.

#### SUMMARY

2. Appointments:

##### Legal Services Board

- The Board would need to consider its own rules of procedure as it would not have a lay majority after 30 September when Terry Babbs second term of office ended.

##### Legal Services Consumer Panel (LSCP)

- The Committee agreed to commence a recruitment exercise to fill the vacancy left by Professor Philip Marsden who opted not to seek a second term of office.

##### Office for Legal Complaints (OLC)

- The Committee agreed to commence a recruitment exercise in anticipation of two members, Tony King and Caroline Coates, not seeking a second term of office. LSB will need to fill both vacancies to ensure OLC has a statutory minimum of six members.

3. Performance and pay

- The Committee reviewed the outcome of the 2017 performance management process and reviewed the CEO's proposal for the distribution of a pay award to eligible colleagues.
- The Committee approved the CEO's decision as regards to the pay award for his direct reports; and agreed a recommendation to be put to the Board regarding a pay award for the CEO.

4. Resourcing trends

- The sixth annual review of resourcing trends was considered by the Committee noting that the annual sickness absence figure had increased due to a small number of long-term sickness absences in year.

5. No changes were made to the CEO, the CEO Direct Reports or colleagues' terms and conditions or standard benefits.

6. The Committee reviewed and provided advice on HR policies.

7. The Committee reviewed the outcome of the LSB's recent equality and diversity survey. The results are attached as **ANNEX A**. The Committee noted that as some of the Board did not complete the survey, the results were not comprehensive as to the diversity of the Board and that they did not give a full picture of the Board. RNC consider this important to note especially as the next survey will not be undertaken for two years.
8. The CEO provided the Committee with an update on succession planning.