

To:	Legal Services Board	
Date of Meeting:	30 January 2013	Item: Paper (13) 09

Title:	Minutes of the Remuneration and Nomination Committee's 30 November 2012 meeting	
Status:	Annex A – restricted to Board Members, the Corporate Director, Director of Finance and Services and Corporate Governance Manager only	

Summary:

The draft minutes of the Remuneration and Nomination Committee's (RNC) 30 November 2012 meeting are attached at **Annex A**.

In terms of a summary of business, the Committee:

Remuneration issues

1. In noting the results of the diversity survey 2012 which had been circulated out of Committee over the summer, the Committee welcomed the approach in publishing the result as a helpful benchmark for approved regulators and others.
2. Noted the results of the LSB's first colleague engagement survey and the next steps as agreed. The results are presented to the Board at Paper (13) 10.
3. Discussed and noted the issues in relation to the most appropriate overall package for colleagues for 2013/14 (remuneration, pensions, benefits, allowances) in the context of the tight financial envelope available.
4. Noted the outputs from the 2012 governance review of the LSB's pensions scheme.
5. Discussed the issues in relation to developing guidance to govern colleagues' activities outside employment, for the Executive to codify.
6. Discussed a range of employment policies (including: Recruitment policy and procedure; Bullying and harassment policy; Alcohol and substance abuse policy; Smoking policy; Holiday policy and procedure; Leavers policy), providing the Executive with advice in order to revise the policies as appropriate.

Nomination issues (for which the Board Chairman was present)

7. Noted a paper that had been circulated out of Committee over the summer on the process for the appointment of a new member to the Legal Services Consumer Panel.
8. Discussed and noted the plans for the induction of the two new Board Members, joining on 1 April 2013.
9. Discussed the approach to a skills audit of the Board and agreed that a self-assessment would be undertaken soon after the two new Members joined the Board on 1 April 2013.

Recommendation:
The Board is invited to note the draft minutes of the Remuneration and Nomination Committee held on 30 November 2012 attached at Annex A .
FoIA: Annex A - s22 – intended for future publication (the minutes will not be formally agreed until the Committee’s next meeting on 24 June 2013).