

BOARD MEETING

Minutes of the meeting held on 25 November 2016

Present: Steve Bracher, Graham Curling, Lesley Donnithorne, Ian Hodson, Sanja Klindic, Julie Lloyd (Chair), Linda Mortimer-Pine and Karen Nicol

In attendance: Susanne Bradley (agenda item 3), Kiva Falvey, Nicholas Johnston and Sandra Walton

1 APOLOGIES:

Apologies were received from Alan Charnock, Stephen Coombe, Lee Conlan, and David Williams.

2 CONFLICTS OF INTEREST

There were no conflicts of interest reported.

3 LMD UPDATE

Susanne Bradley outlined Phase 2 of the LMD project, which looks at the future of the LMD service. Market research was carried out in terms of focus groups and talking to members and is set out in the report that was presented to the Board. A subgroup consisting of SB, KF, SB and Andy Wright (Portsmouth University) came up with options for a future service, these options were then presented to LD and narrowed down to the current preferred option of renegotiating what the Capita service looks like including cessation of the surveys and to look for more value-added service such as horizon scanning, bespoke LMD research, LMD development days, etc.

The Board agreed the recommendation with the correction of point 5.1.1 item 1 'for roles equivalent to up to pay spine 51' to be deleted.

LD formally tendered her resignation as Chair of the LMD, JL thanked her for all her hard and good work. JL commented that we need to think how the new LMD Steering Group will work. In the meantime, it was agreed that IH take Board Lead for the LMD Project going forward.

4 MINUTES OF THE LAST MEETING AND MATTERS ARISING

The minutes were agreed. LMP reported that a colleague had meet with Steve Willis last week and she was waiting to find out if he would join the Board. It was noted that the PIPPA training did not happen. NJ will contact Board members as and when he needs Board leads in relation to the Strategic Plan. It was noted that all other actions from the action table were completed.

Action: LMP

5 NOTES FROM THE EXECUTIVE MEETING HELD ON 19.4.16

There were no comments on the notes. It was noted that all actions from the action table were completed.

6 GOVERNANCE/BOARD OF DIRECTORS

There is a risk that a number of Board members terms of office expire in July 2017 which potentially will deplete the number of Board members. There is also a risk in that the Chair and Vice-Chair have the same term of office expiry date. JL will contact all Board members with an expiry date of July 2017 to see if they wish to extend their term in office.

JL asked that Board members consider any colleagues/associates who may wish to join the Board. KF will also draft a few lines in JL's name to send out to members to encourage them to join the Board.

NJ will encourage consultants to flag up any potential Board members.

KF will update the Governance Arrangements to include the Chair's membership of Remuneration and Employment Committee; remove the calling AGM responsibility from the Vice Chair; add two other directors in point 28; and include a line to address staggering end dates for Directors.

Action: JL, KF and NJ

7 FINANCE UPDATE

KF reported that the financial health of the organisation is on track to date and that there are no discrepancies to report. It was however noted that income will be more than budgeted for as we secured a new member, Sussex Coast College Hastings and paid consultancy was continuing to come in.

It was agreed that the Board will need to discuss subscriptions for 2017-18 at the February Board meeting noting that subscriptions had remained at the same rate for the past few years.

8 PROGRESS REPORT ON 2016/17 WORKPLAN

NJ updated the Board with progress to date. The salient points were:

- Inclusive consultancy on track to date;
- Paid consultancy higher than anticipated;
- THE has published a letter from NJ on international market pay;
- NESTA has asked that ECC do a blog for them around a project they are doing on future employment; this is likely to be in Spring 2017.

9 STRATEGY 2016/21

NJ presented a discussion paper asking the Board what do we want from our relationship with UHR. The salient points were:

- KN's manager organises the UHR Scotland meetings, however she will check this and come back to the group;

- We should advertise that our Reward groups are more than just HERA/FEDRA;
- Perhaps we should give more of an overview of some of the work ECC has delivered and work we are currently doing with members;
- Perhaps we could do something with UCEA e.g. gender pay gap and deliver it to UHR;
 - Or, do some sort of hot topic at one of their meetings. JL will talk to Paul Boustead at Lancaster who is the UCEA NW Regional Chair, to see if they will let us do a hot topic with no mention of HERA;
 - It was noted that UHR are happy for us to pay to host events at their conference

It was also noted that:

- NJ has an initial discussion with ECU regarding equality;
- IH thinks that there is an opportunity to work CIPP particularly with the senior reward project;
- It was noted that PIPPA contacted us on the back of having Oxford as a member, the Board felt it would be useful if we could get someone from Oxford onto our Board. KF will talk to Sarah Kilgour and LMP will sound out the Director there;
- A further discussion around where we are with our strategic partners will continue at the next Board meeting.

Action: KN, JL, KF, NJ and LMP

10 ANNUAL CONFERENCE

KF reported that the feedback sheets from the conference were extremely positive. Delegates particularly enjoyed Professor Rama's presentation and feedback for the venue was excellent. It was agreed that the format of the day worked well and that we would use the same format next year along with using ETC as the venue. A wider discussion around the conference will take place at the next Board meeting.

11 ANY OTHER BUSINESS

None

ACTION TABLE FROM BOARD MEETING

Action	Team Member	Deadline
Steve Willis, update on if he will become a Board Member	LMP	
Contact Board members regarding their term in office	JL	
Draft email to members encouraging them to join the Board	KF	

Encourage consultants to ask members if they wish to join the Board	NJ	
Update the Governance paper	KF	
UHR Scotland (lead member)	KN	
Potential Oxford Board members	LMP/KF	

Board Meeting dates 2016-2017

9 February 2017 (12.30pm – 4pm)

20 June 2017 (12.30pm – 4pm)