

Annual Report from HR and Remuneration Subcommittee

Overview and purpose

The purpose of this report is to update the Board on the business conducted by the HR and Remuneration committee during 2017-18

Meetings & Membership

Meetings were held in October, January, April and June and the members were: Colin Ions (Chair) , Natasha Mutch-Vidal , Roland Maposa, Chloe Sparks, Kate Croucher, Kim Shutler-Jones and Solat Chaudhry.

Terms of Reference

The HR & Remuneration Committee considers matters which affect the culture and employees of LUU. It takes responsibility for overseeing work relating to the HR strategy, oversees changes to employee policies and practices and receives reports on key People measures.

Strategic Risks

Through an annual review the committee maintains oversight of the following relevant risks from our Strategic Risk Register:

- SR1: Failure to recruit the right people with the right skills leads to poor delivery of the strategy
- SR2: Our culture is not aligned to our values and strategy
- SR3: Leadership and governance is not effective to deliver the strategy
- SR5: Lack of robust health and safety procedures leads to rise in accidents and reduced confidence around our activities

Key areas of work

Strategic programmes

The Committee oversees the work within the strategic programme 'Inspire Students to Succeed'. This contains a number of projects relating to staff including: Employability; reward and recognition; health, safety and wellbeing and performance and Equality & Inclusion.

Key projects

The committee held discussions and considered proposals on a number of projects which included changes to the Pay and Reward system, a new Performance Management framework and a Leadership and Management development program. The committee also fed into relevant proposed strategic workstreams for the 2018 - 22 Strategic Plan.

Compliance and processes

The committee has received regular updates on health and safety issues in LUU, an annual report on staff absence and on staff diversity at LUU, an update on the Equality and Inclusion policy and associated work, and a review of casework for 2017-18.

The committee also considered the Gender Pay Gap report for LUU.

Recommendation
The Board are invited to note the annual report from HR and Remuneration Committee
Contribution to the LUU Plan
The work of this committee supports many aspects of LUU's Plan.
Wins for Students
LUU is governed to a high standard in line with the needs of the members.
Risk
SR3: Leadership and governance is not effective to deliver the strategy

Colin Ions
Chair of HR and Remuneration Committee

If you have any questions on this paper please call Sally on 0113 3801 301 or email s.stephens@leeds.ac.uk