

Minutes of the second meeting

Office for Legal Complaints (OLC) Remuneration & Nomination Committee

Monday 12 October 2009

11.30am – 1.30pm

Victoria House, Southampton Row, London, WC1B 4AD

Present:

Rosemary Carter, Chair
Margaret Doyle, member
Tony Foster, member

In attendance:

Adam Sampson, Chief Ombudsman
Lesley Hancock, Head of HR
Sandra Jenner, HR Consultant

Item 1 and 2 – Welcome and Chair's Introduction

The Chair welcomed members and attendees to the meeting with no apologies. The minutes from the last meeting were agreed. The Chair advised that timings may slip due to the presentation from Towers Perrin / Tribal.

Item 3 Matters arising

Adam Sampson gave an overview of the trilateral process between the OLC/ MoJ and the Law Society. The over riding strategy of the conversations has been to agree the transfer of function and the staff transition for those who wish to join us. The OLC have tabled a proposal for the staff transition provided they meet our skills assessment and are bench marked against external candidates. The current Law Society employees' packages are higher than those proposed by the OLC and a financial transition arrangement is currently under discussion. The Law Society continue to pursue wanting a S38 in place, we have pushed back on this for many reasons mainly the time frames due to an impending election and the complexity of

drawing up. MoJ appear happy with the approach taken to date and are leading the ongoing discussions. If no agreement is reached then a different approach will be used.

Item 4 Presentation by Towers Perrin / Tribal

Following the publication of their 3 papers an overview of the principles of how they arrived at their data was presented to the committee along with some recommendations and areas for further thought. Areas that were reflected in their assumptions on salary were based on:

- Bonus – in the organizational set up there will be no bonus mechanism (common practice in private sector), however has an impact on base salary.
- Pension – as we are an NDPB the pension arrangements are not the same as those of civil servants, therefore should be reflective in base salary or additional benefits.
- Car / car allowance – an area that sparked lively debate, as again reasonably common practice in the private sector at senior levels of employment.

There was discussion about accountability and the need to balance the imperative to recruit the best people with a need to provide value for money, particularly in the current economic climate. We also have to balance internal consistency against the external factors affecting recruitment. Bottom line salaries may appear low; however, we need to have regard for the total cash benefits.

Tribal raised 3 areas for further discussion

- Relocation payments for the senior roles - OLC's premise was to advertise nationally to get the best people for the role, however with no payments on offer then this could reduce the field to regional applications only.
- Director of Finance – essential criteria was public sector experience; this could well restrict the number of applicants. Also within public sector at this level finance professionals manage larger budgets. Is there an opportunity to move public sector experience to desirable to widen the field?
- Head of External Affairs – How critical is legal experience again as this impacts on proposed salaries?

Item 5 Discussion on presentation and way forward

Adam clarified who the senior team would comprise of and why the model was put forward.

The board agreed the salaries for the 3 roles which would allow the recruitment process to commence. Further work on the benefits package was still to be agreed but would be completed by the end of November.

The job descriptions appear to be very similar (Lesley to redraft) and further work is required.

The overall benefits package for the organisation has still to be agreed (see separate paper).

Item 6 Any other business

A follow up meeting on Monday 19th October following the Board meeting to discuss some of the points above.

Item 7 Date for next meeting

21st December 2009.