

May Board meeting Wednesday, 18 May 2022



Chair's Report

- 1.1 Our Board last met on 16 March 2022. Since then we have continued to advance plans for the report, State of Regulation, as well as for a conference and a Parliamentary launch event. There are some logistical challenges in holding both a conference and a launch event in the summer, and it may be that we would be better off moving some or all events to the early autumn. The Board will be updated on options when we meet in Edinburgh.
- 1.2 Many thanks to all Board members for signing off the EDI Action Plan following on from our discussions at the March Board meeting. The plan has been strengthened by the input of all Board members. I am pleased with the comprehensive nature of the plan, as well as its ambition. Monitoring this plan will be an important part of the Board's work in the coming months.
- 1.3 On 22 March 2022, I presented to all staff on the work of the Board and its committees as well as our position in the ALB landscape. I hope that this helped increase understanding of our role. It was a very enjoyable session. In particular, it was great to see staff at all levels being recognised in the annual staff Values Awards.
- 1.4 Over the last month I have met with every Board member as part of the appraisal process. This has been both useful and enjoyable. The keen themes coming out of the appraisals were as follows:
 - Confidence that the PSA is in a solid place, delivering well on its core tasks.
 - Confidence that the Accredited Registers programme has made significant progress and is now no longer a Board worry.
 - Positive comments about the PSA culture and leadership. Board members noted the positive staff surveys, particularly in the context of Covid and remote working.
 - Broad support for the *State of Regulation* work.
 - On policy work, a view that we are at our strongest and most influential when we are closest to regulatory issues rather than broader health and social care matters.
 - A desire for the PSA to increase its expertise in both social work and social care and a feeling that the organisation is still quite health led.
 - Some NEDs suggested that the PSA could benefit from a more active communications strategy, focussed on the public but also stakeholder engagement.
 - Confidence that we have the right committee structure. Some caution about winding Finance Committee up at the end of 2022. This will be reviewed in the autumn.
 - Confidence in the upcoming office move and IT project.

- Some frustration at the pace of change in recent years with respect to the People Strategy and EDI. Generally Board members are happy with the EDI Action Plan but want the Board to play an active role in monitoring progress.
 - All Board members from devolved administrations noted the difficulties with stakeholder engagement work over the last couple of years, however, there was optimism about things returning to more like normal this year.
 - A strong desire for the Board to spend more time together and for Board meetings to be face-to-face with some space for NEDs to spend time together.
- 1.5 I am very pleased that we have successfully recruited an Associate Board Member, Amrat Khorana, and I am delighted that Amrat will be joining us in Scotland as this should be an excellent introduction to the PSA's work and to colleagues. I am grateful that Frances has agreed to be Amrat's mentor. We will be putting together a full induction programme for Amrat.
- 1.6 The Nominations Committee is making progress on launching the recruitment campaign for two new non-executive directors to join the PSA Board in January 2023 following the departures at the end of the year of Renata and Antony. A recruitment agency will be selected at the end of May 2022 and candidate interviews will take place in September 2022. I am grateful that Frances and Moi have agreed to be on the selection panel along with an independent member and me.
- 1.7 I am very much looking forward to seeing everyone in person in Scotland at our Board meeting and strategy session on 18 and 19 May 2022.

Caroline Corby
4 May 2022