

## CSP COUNCIL – KEY MESSAGES: DECEMBER 2018

At the December's Council meeting, members continued their induction programme.

They spent time:

Understanding the **concept of risk** and starting to identify Council's appetite to risk, balancing ambitious and forward thinking decisions with the need to manage operational, reputational and change risks.

Learning more about the CSP's role as a **trade union**, including current priorities such as Northern Ireland NHS pay, apprentice pay and pensions

In its formal business meeting, Council:

- Agreed **2019 planning priorities**, based on the 4 CSP strategic objectives. It asked the Professional Committee to consider whether a review of the '4 pillars' of professional practice is appropriate and report back.
- Approved the **2019 budget**
- Was briefed by the Chief Executive on the **CSP's progress against its strategic objectives and performance** against agreed measures. Council acknowledged the hard work and commitment of CSP staff during 2018.
- Reviewed the **corporate risk register** and the **CSP's financial status** through an overview of the management accounts
- Agreed that the focus for celebrations of the **Royal Charter centenary in 2020**. This will be to position the profession as adaptable and forward looking in the mind of policy makers, commissioners and other key stakeholders. This will link to the new CSP strategy to be launched in 2020, as well as Council elections.
- Agreed actions to achieve a new target of '**encouraging a diverse range of candidates to stand in the 2020 Council elections and committee recruitment**' leading to improved diversity of Council and committee membership'. This includes inviting members from under represented groups to shadow Council members. Council members committed to encouraging members to update their CSP diversity profiles via social media.
- agreed an **annual review process for council members**. Using self reflection, peer review and insight from the Chair of Council, each Council member will identify the skills they've used and developed as an individual and as part of a team, and plan for further improvement.

Council members spent time learning more about the details of **CSP pension scheme**, hearing from external experts who have reviewed the latest actuarial valuation (reporting a £14.3 million deficit) and future CSP pension provision. The Finance, Risk & Audit Committee is considering detailed steps to address the deficit and the on-going costs of the pension and will make recommendations to Council in 2019. CSP staff are being briefed on these issues.

*Jo Hampton  
Head of Governance  
12 December 2018*