**Council 31 March 2022 – Key Messages:**

**1. NHS Pay**

**NHS Staff Council**

Council noted that CSP Union Services Assistant Director Elaine Sparkes had been elected as Staff Secretary on the NHS Staff Council. The NHS Staff Council are responsible for the pay and conditions for NHS staff set by the national framework ‘Agenda for Change’ (AFC). This is the first time this crucial and high profile role had been held by a CSP staff member. In this role Elaine would work alongside along-side the NHS Staff Council Chair, from Unison, to negotiate and represent on behalf of over one million NHS staff.

**NHS Pay Review Body (PRB)**

The CSP had provided written evidence to the PRB in January and the Chair of Council and CSP staff had attended a CSP specific oral evidence session with the PRB in February. This was a powerful and useful session for both parties with CSP member voices represented. However, the CSP remained mindful of the issue of independence of the PRB.

**2. 2023-2027 Corporate Strategy**

Council considered the latest iteration of the CSP 2023-27 Corporate Strategy that had evolved over 14 months, through interactive discussions with CSP Members, Council and Committees, Networks and Boards, Staff and the CSP Member Survey. Council completed strategic planning exercises to enable prioritisation of strategic aims in a volatile external environment. The potential priorities identified would now be operationally appraised by the Executive Team to determine their deliverability, ahead of Council’s further discussion, decision and finalisation of the strategy over the next few months.

**3. Remuneration of Volunteers**

Council decided not to change the CSP Policy which is not to remunerate volunteers. It noted that this was a very complex issue with many financial and non-financial implications for both the member volunteer and the CSP as a business. Council agreed to revisit the decision in the future.

**4. Review of Membership Services and Support for those who are self employed**

Council reflected on the findings of a review of membership services and support for the self-employed that they had commissioned in 2021. They noted that although self-employed members had the highest satisfaction scores for the CSP offer there remained a lack of feeling of belonging within the organisation when compared to public sector colleagues.

Misconceptions remained amongst the membership regarding the make-up of Council, with members unaware that self-employed practitioners were represented on Council and that the CSP was neither anti-private practice nor neutral, but pro patient-choice. Council recognised their role in ensuring the supportive key messages for self-employed members is reaching [independent practitioners](https://www.csp.org.uk/networks/independent-practitioners) and that the CSP want to provide a platform in which their voice is heard.

Council will continue to review services and support for the self-employed.

**5. CSP Environmental Policy**

Council agreed to develop a set of policy principles on the environment. Council delegated to the Employment Committee the task of reviewing potential environmental organisations that the CSP could affiliate to, mindful that it is CSP policy not to affiliate to political groups.

The Council acknowledged that the CSP are not experts in creating and influencing environmental policy and it was not appropriate for the CSP to engage in this work that is not the core purpose of the CSP, when there are other expert organisations in this field who we can have links with, follow or affiliate to.

**6. Committee Update Reports**

Council received assurance update reports from their three strategic committees – Employment Committee, Professional Committee and FRAC - that summarised the key business discussed at the last meeting of the committees in quarter one. Council noted that the EDB Committee had not provided an update report as their first meeting had been an induction session for the new committee members, however that they would do ahead of the next Council meeting.

**7. Other issues –** Council received assurance of organisational performance, risk management and financial performance.