Questions from the public: September 2023 Board meeting

# Question to Helen Brown on the increase in the proportion of ethnic minority staff at band 7&8. Slide 24 says there is 20% increase for both bands but the graphs don't seem to support this. What is the baseline calculated from?

The target is to increase the proportion of ethnic minority staff in these pay bands by 20%. The tables below the charts show the proportion of staff in these pay bands that were from an ethnic minority in 2022/23 and what the target proportion is for 2023/24 based on a 20% increase.

# Are there potential implications from wider government over a £900k NICE deficit? E.g. will this be written off or will the institute be forced to change how it works etc?

# Please could you expand a little on what the mitigations are to close the forecasted deficit? Are there concerns that any mitigating actions may impact on NICE performance/targets

Each government department is required to manage within its budget allocation, therefore the Department of Health and Social Care (DHSC) would need to cover any financial deficit in its arms length bodies. However, NICE is taking a range of mitigating actions to address the forecast deficit. The forecast deficit has reduced since July and should continue to reduce towards the year-end as the mitigations continue to take effect. These mitigations include seeking funding from the DHSC for the additional pressures arising from the pay award, completing project work within the medtech programme’s existing resources, reprioritising non-pay spend, and holding vacancies where possible. These mitigations are not anticipated to impact delivery of NICE’s performance targets.

# On slide 8 of 29 of the annual equality report it states there is underrepresentation of staff at band 8d. There are only 6 staff from ethnic backgrounds at band 8d, can you give us the denominator? 6 individuals out of how many total 8d's?

There are 40 band 8d in total. This means that 15% of colleagues at 8d level self-identify as belonging to an ethnic minority.

# What measures being taken to ensure there is diverse representation at band 9? This is a major gap at this level.

We acknowledge is a gap, and one which we are eager to address. To this end, we are taking a range of steps to ensure that our recruitment process is as fair as possible.

This includes ensuring that an ethnic minority panellist is a part of every interview panel for Band 7 and above roles.

Recruiting managers are also required to complete a ‘hiring managers feedback form’ for all interviews for band 7 and above roles. This builds accountability and transparency into recruitment decision-making by requiring managers to give clear reasons why each unsuccessful candidate has not been appointed.

We will also be building a consideration of EDI into our emerging talent management and succession planning framework, currently in development. It is hoped that this will provide another mechanism for improving the representation of ethnic minority colleagues at our most senior levels.