

<b>Title of Meeting:</b>	Governing Body	<b>Agenda Item: 5.5</b>																						
<b>Date of Meeting:</b>	2 August 2018	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="2" style="background-color: #4F81BD; color: white;">Session (Tick)</th> </tr> <tr> <td style="width: 50%;"><b>Public</b></td> <td style="text-align: center;">X</td> </tr> <tr> <td><b>Private</b></td> <td></td> </tr> <tr> <td><b>Workshop</b></td> <td></td> </tr> </table>		Session (Tick)		<b>Public</b>	X	<b>Private</b>		<b>Workshop</b>														
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<b>Paper Title:</b>	Remuneration Committee Report																							
<b>Responsible Governing Body Member Lead</b> Lance Gilroy Chair of the Remuneration Committee		<b>Report Author and Job Title</b> Sasha Sencier Corporate Governance Manager																						
<b>Purpose (this paper if for)</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="background-color: #4F81BD; color: white;">Decision</th> <th style="background-color: #4F81BD; color: white;">Discussion</th> <th style="background-color: #4F81BD; color: white;">Assurance</th> <th style="background-color: #4F81BD; color: white;">Information</th> </tr> <tr> <td></td> <td></td> <td style="text-align: center;">X</td> <td></td> </tr> </table>			Decision	Discussion	Assurance	Information			X														
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<b>Has the report (or variation of it) been presented to another Committee / Meeting?</b> <b>If yes, state the Committee / Meeting: No</b>																								
<b>Executive Summary</b> The Remuneration Committee, which is accountable to the group's Governing Body, makes recommendations to the Governing Body on determinations about the remuneration, fees and other allowances for employees and for people who provide services to the group and on determinations about allowances under any pension scheme that the group may establish as an alternative to the NHS pension scheme.  The following assurance report details key topics discussed at the meeting on 17 July 2018.																								
<b>Recommendations</b> The Governing Body is asked to note the contents of the report as assurance.																								
<b>Monitoring</b> An assurance report on key topics discussed at the Remuneration Committee will be brought to each Governing Body meeting.																								
<b>CCGs Strategic Objectives supported by this paper</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #4F81BD; color: white;"></th> <th style="background-color: #4F81BD; color: white;">CCG Strategic Objective</th> <th style="background-color: #4F81BD; color: white;">X</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Quality, Safety and Continuous Improvement</td> <td style="text-align: center;">X</td> </tr> <tr> <td style="text-align: center;">2</td> <td>Better Value Healthcare</td> <td style="text-align: center;">X</td> </tr> <tr> <td style="text-align: center;">3</td> <td>Well Governed and Adaptable Organisation</td> <td style="text-align: center;">X</td> </tr> <tr> <td style="text-align: center;">4</td> <td>Health and Wellbeing</td> <td style="text-align: center;">X</td> </tr> <tr> <td style="text-align: center;">5</td> <td>Active and Meaningful Engagement</td> <td style="text-align: center;">X</td> </tr> </tbody> </table>					CCG Strategic Objective	X	1	Quality, Safety and Continuous Improvement	X	2	Better Value Healthcare	X	3	Well Governed and Adaptable Organisation	X	4	Health and Wellbeing	X	5	Active and Meaningful Engagement	X			
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**Does this paper provide evidence of assurance against the Governing Body Assurance Framework?**

YES		NO	X
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**If yes, please indicate which principle risk and outline**

Principle Risk No	Principle Risk Outline

<b>Any statutory / regulatory / legal / NHS Constitution implications</b>	The Remuneration Committee is a statutory requirement and is accountable to the CCGs Governing Body. Terms of Reference of Committees of the Governing Body are required to be approved by the Governing Body.
<b>Management of Conflicts of Interest</b>	No conflicts of interest have been identified prior to the meeting.
<b>Communication / Public and Patient Engagement</b>	Not applicable.
<b>Financial / resource implications</b>	Not applicable.
<b>Outcome of Impact Assessments completed (e.g. Quality IA or Equality)</b>	Not applicable.

**Sasha Sencier  
Corporate Governance Manager**

## **Remuneration Committee Report**

### **Key Messages to the Governing Body**

One Committee meeting has been held since the Governing Body last met.

Key topics included:

- The Remuneration Committee Terms of Reference were reviewed and it was agreed that there were no requirements to make any amendments.
- The Remuneration Committee agreed that the CCG will apply the National Minimum Wage rate rather than the Living Wage Foundation rate to employees during the financial year 2018-19. The reason for this is that the National Minimum Wage is now higher than the Living Wage Foundation rate.
- Remuneration for the Chief Officer was agreed by the Committee.
- Remuneration for the Senior Management Team, which includes the Chief Finance Officer, the Director of Transformation and Delivery, and the Director of Quality and Governance / Executive Nurse the was agreed by the Committee.
- Remuneration for the GP Governing Body Members, including the Clinical Chair was agreed by the Committee.
- Remuneration for the Lay Members and Secondary Care Doctor was agreed by the Committee.

**Lance Gilroy**

**Lay Member for Patient and Public Involvement  
and Chair of the Remuneration Committee**