

Date: 09.06.16	Meeting: Governing Body
Item No. 7.11	Public

REPORT TITLE: Remuneration Committee Update
DECISIONS TO BE MADE: To note

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GB Lead: (Name, Title)

Continue to improve the quality of services		Improve patient experience	
Reduced unwarranted variations in services		Reduce the inequalities gap in North Lincolnshire	
Deliver the best outcomes for every patient		Statutory/Regulatory	✓

Executive Summary (Question, Options, Recommendations):

This report is intended to update Governing Body members on decisions taken by the Remuneration Committee at a meeting held on 28 April 2016. As a consequence of the decision made by the Governing Body on 14 April 2016 the Remuneration Committee now has delegated authority to make decisions within its remit on the basis that a report outlining decisions taken by the committee will be submitted to the Governing Body at the earliest opportunity.

Equality Impact	Y/N	
Sustainability	Y/N	
Risk	Y/N	
Legal	Y/N	
Finance	Y/N	

<i>Patient, Public, Clinical and Stakeholder Engagement to date</i>									
	N/A	Y	N	DATE		N/A	Y	N	DATE
Patient:					Clinical:				
Public:					Other:				

Remuneration Committee Update

1. The Remuneration Committee met on 28 April 2016 when all four members (two lay and two GPs) were present.
2. The following decisions were taken:
 - **Terms of Reference** – Revised terms of reference were agreed incorporating the decision of the Governing Body to grant the Remuneration Committee delegated authority to take decisions within its remit on the basis that a report outlining such decisions will be submitted to the Governing Body at the earliest opportunity.
 - **HR Support** – The committee noted that the cost of obtaining HR support from eMBED is likely to significantly exceed the budget allocation and agreed that occasions on which HR support is required will need to be prioritised and obtained on a case by case basis.
 - **Agenda for Change Pay Award** – The committee noted that all Agenda for Change staff have been awarded a one per cent cost of living increase.
 - **GP Governing Body Members and Clinical Leads Remuneration** – To avoid conflicts of interest it was agreed that the two lay members advised by the Chief Officer would undertake a review of the remuneration of Governing Body GP members and clinical leads outside the meeting based on updated benchmarking data.
 - **Review of VSM Remuneration** – It was agreed to routinely apply cost of living increases awarded to Agenda for Change employees to VSM salaries and to align the salaries of the CCG's four VSM employees with the third quartile of salaries paid to equivalent postholders in other Yorkshire and Humber CCGs.
 - **Revised VSM Roles and Responsibilities** – The committee noted an update given by the Chief Officer on the revised roles envisaged, subject to consultation, in respect of the four VSM postholders and the Medical Director as part of the proposed organisational restructure.