

WOLVERHAMPTON CCG

Governing Body Meeting – 10 May 2016

Agenda item 15

Title of Report:	Summary – Remuneration Committee – 19.4.16
Report of:	Jim Oatridge – Remuneration Committee Chair
Contact:	Claire Skidmore – Chief Finance and Operating Officer
Governing Body Action Required:	<input type="checkbox"/> Decision <input checked="" type="checkbox"/> Assurance
Purpose of Report:	To provide an update of key discussions and decisions made at the Remuneration Committee to the Governing Body of Wolverhampton Clinical Commissioning Group (CCG).
Public or Private:	This Report is intended for the public domain.
Relevance to CCG Priority:	The CCG requires a highly skilled and motivated workforce in order to deliver its priorities.
Relevance to Board Assurance Framework (BAF):	
<ul style="list-style-type: none"> Domain 1: A Well Led Organisation 	<p>The Remuneration Committee makes decisions on behalf of the Governing Body and CCG membership in relation to the remuneration and allowances paid to its employees. It is also responsible for approving HR related policies.</p> <p>This is a fundamental role to ensure the effective management of the team and equitable treatment of staff with regard to pay and conditions.</p>



1 BACKGROUND

1.1 This report gives details of the issues discussed and decisions made at the meeting of the Remuneration Committee on 19 April 2016.

2 ITEMS DISCUSSED BY THE COMMITTEE

2.1 Policies for ratification;

The following CCG Policies were ratified

- Bullying and Harassment Policy
- Pay Protection Policy

2.2 2016/17 Pay Award

The Committee noted details of the national Agenda for Change Pay award for 2016/17 (details attached at Appendix 1). This includes a consolidated uplift across all pay bands of 1% as well as highlighting that progression through the pay increments is based on meeting performance objectives, particularly for staff at senior levels. The committee also agreed to apply a 1% uplift to other, non-Agenda for Change contracts (including those for Very Senior Managers and Governing Body Members).

The committee also briefly discussed the arrangements for determining the performance related pay for Very Senior Managers and agreed that performance for 2015/16 and objectives for 2016/17 would be discussed at the committee's July meeting. This will allow the relevant Performance Development Review meetings to take place.

3. RECOMMENDATIONS

That the Governing Body:

- Receive and note the contents of this report.

Name: Jim Oatridge
Job Title Chair Remuneration Committee
Date: April 2016

