

WOLVERHAMPTON CCG

GOVERNING BODY
9 APRIL 2019

Agenda item 12

TITLE OF REPORT:	Summary – Remuneration Committee – 19 February 2019
AUTHOR(S) OF REPORT:	Peter Price – Remuneration Committee Chairman
MANAGEMENT LEAD:	Peter McKenzie, Corporate Operations Manager
PURPOSE OF REPORT:	To provide an update of key discussions and decisions made at the Remuneration Committee to the Governing Body.
ACTION REQUIRED:	<input type="checkbox"/> Decision <input checked="" type="checkbox"/> Assurance
PUBLIC OR PRIVATE:	This Report is intended for the public domain
KEY POINTS:	<p>The Committee discussed the following points</p> <ul style="list-style-type: none"> • Arrangement for Senior Management Recruitment and Retention • CCG Human Resources Support Services • Performance and Development Review Policy
RECOMMENDATION:	That the Governing Body receive and note the contents of this report.
LINK TO BOARD ASSURANCE FRAMEWORK AIMS & OBJECTIVES:	
3. System effectiveness delivered within our financial envelope	<p><u>Continue to meet our Statutory Duties and responsibilities</u> The Remuneration Committee is responsible for ensuring that the CCG has appropriate Human Resources Policies and Procedures in place to deliver statutory responsibilities as an employer.</p>

1. BACKGROUND AND CURRENT SITUATION

- 1.1 This report gives details of the issues discussed and decisions made at the meeting of the Remuneration Committee on 19 February 2019.

2. ITEMS CONSIDERED BY THE COMMITTEE

2.1. Senior Management Recruitment and Retention

The Committee agreed arrangements to support the continuation of the CCG's high performing management team. This included entering into an arrangement for the Chief Finance Officer from Sandwell and West Birmingham CCG to become the CCG's statutory Chief Finance Officer until June 2020 with the support of the existing Chief Finance Officer in a part time role as Director of Finance. The Committee also agreed actions to ensure the CCG's Executive team are all employed on consistent terms and conditions.

2.2. Human Resources (HR) Support Arrangements

The committee were updated on the CCG's work to bring HR support arrangements in house from the current service provided by Arden and GEM CSU. These arrangements would be supported by network working across the HR functions of Black Country CCGs to provide resilience.

2.3 Human Resource Policies – Performance Development and Review Policy

The committee considered and approved a revised policy\ for staff Performance and Development Reviews which reflected the development of CCG Staff values that are now embedded in the performance review process.

3. CLINICAL VIEW

- 3.1. There are clinical members who contribute fully to its deliberations.

4. PATIENT AND PUBLIC VIEW

- 4.1. Not applicable.

5. KEY RISKS AND MITIGATIONS

- 5.1. There are no specific risks associated with this report.

6. IMPACT ASSESSMENT

Financial and Resource Implications

6.1. The costs associated with the issues outlined in this report are being met from within existing pay budgets.

Quality and Safety Implications

6.2. There are no quality and safety implications associated with this report.

Equality Implications

6.3. There are no equality implications associated with this report.

Legal and Policy Implications

6.4. Changes were made to Human Resources Policies as outlined in the paper.

Other Implications

6.5. There are no specific Human Resources implications arising from this report. The Committee receives Human Resources advice when required.

Name Peter Price
Job Title Remuneration Committee Chair
Date: February 2019

REPORT SIGN-OFF CHECKLIST

This section must be completed before the report is submitted to the Admin team. If any of these steps are not applicable please indicate, do not leave blank.

	Details/ Name	Date
Clinical View	N/a	
Public/ Patient View	N/a	
Finance Implications discussed with Finance Team	N/a	
Quality Implications discussed with Quality and Risk Team	N/a	
Equality Implications discussed with CSU Equality and Inclusion Service	N/a	
Information Governance implications discussed with IG Support Officer	N/a	
Legal/ Policy implications discussed with Corporate Operations Manager	N/a	
Other Implications (Medicines management, estates, HR, IM&T etc.)	N/a	
Any relevant data requirements discussed with CSU Business Intelligence	N/a	
Signed off by Report Owner (Must be completed)	Peter Price	28/02/19

