

WOLVERHAMPTON CCG

Governing Body Meeting – 9th February 2016

Agenda item: 11

Title of Report:	Summary – Remuneration Committee – 26.1.16
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 26 January 2016.

2 ITEMS DISCUSSED BY THE COMMITTEE

2.1 Remuneration for Lay Member of Finance and Performance Committee

The Committee considered an appropriate level of remuneration for the new role of Lay Member of the Finance and Performance Committee. It was agreed that, as the role description for the role required the individual to have a similar level of skills and experience to the Lay Members of the Audit and Governance Committee, it would be appropriate for them to be remunerated at a commensurate level. The proposed recruitment process for the new roles was also discussed and agreed.

2.2 Policies for ratification;

The following CCG Policies were ratified

- Travel Expenses and Subsistence Policy (subject to a clarification that the policy process and rates also applied to Governing Body Members)
- Maternity, Paternity and Adoption Leave Policy
- Stress and Wellbeing Policy (including guidance for employees and managers)
- Performance Development Review (PDR) Policy and associated guidance and documentation (subject to a clarification that, in line with Agenda for Change, evidence from PDRs would be used to support incremental pay progression).
- Relationship at Work Policy

2.3 VSM Pay and Agency/Consultancy Services

The Committee noted an update on the report considered at the July 2015 meeting which gave an overview of information and the implications of this for the CCG in relation to VSM pay and agency/consultancy services.



3. RECOMMENDATIONS

That the Governing Body:

- Receive and note the contents of this report.

Name: Jim Oatridge
Job Title Chair Remuneration Committee
Date: 27.1.16

