

**WOLVERHAMPTON CCG**

**GOVERNING BODY**  
**14 NOVEMBER 2017**

**Agenda item 14**

<b>TITLE OF REPORT:</b>	Summary – Remuneration Committee – 24 October 2017
<b>AUTHOR(s) OF REPORT:</b>	Peter Price – Remuneration Committee Chairman
<b>MANAGEMENT LEAD:</b>	Peter McKenzie, Corporate Operations Manager
<b>PURPOSE OF REPORT:</b>	To provide an update of key discussions and decisions made at the Remuneration Committee to the Governing Body.
<b>ACTION REQUIRED:</b>	<input type="checkbox"/> <b>Decision</b> <input checked="" type="checkbox"/> <b>Assurance</b>
<b>PUBLIC OR PRIVATE:</b>	This Report is intended for the public domain
<b>KEY POINTS:</b>	<p>The Committee discussed the following points</p> <ul style="list-style-type: none"> <li>• Governing Body Clinical Roles</li> <li>• Arrangements for the Executive Director of Nursing</li> <li>• An Interim Deputy Chairing arrangement for the Governing Body</li> <li>• Approval of HR Policies</li> </ul>
<b>RECOMMENDATION:</b>	That the Governing Body receive and note the contents of this report.
<b>LINK TO BOARD ASSURANCE FRAMEWORK AIMS &amp; OBJECTIVES:</b>	
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 24 October 2017.

## **2. ITEMS CONSIDERED BY THE COMMITTEE**

### **2.1. Governing Body Clinical Roles**

The Committee agreed the make-up of the clinical roles for GP Governing Body Members and the associated remuneration. The Committee agreed that, in addition to the Chair there would be three Clinical Leads (for Commissioning and Contracting, Finance and Performance and Quality and Safety) and three Deputy Clinical Leads

### **2.2. Executive Director of Nursing**

The committee noted that, following advice from NHS England, the new Executive Director for Nursing and Quality had been recruited on a permanent basis. The Chair and Committee Members had previously agreed this virtually and confirmed this decision. The Committee also formally agreed to the interim appointment of Deputy Nurse Directors to cover the period before our new Executive Nursing Director joins us.

### **2.3 Interim Governing Body Deputy Chairing Arrangement**

The committee considered a proposal to support the transition for the incoming Chair and Deputy Chair of the Governing Body by appointing Jim Oatridge, who has served as Interim Chair as Interim Deputy Chair until the end of June 2018. Mr Oatridge will serve as Deputy Chair of the Audit and Governance Committee and be Co-opted on to the Governing Body to act as Deputy Chair. The Committee agreed to this proposal, agreed the level of remuneration for the pose and, as consequence, to confirm the interim Lay Members for Audit and Governance and Finance and Performance as permanent members of the Governing Body.

NOTE:- The Chair declared an Interest in this item, vacated the Chair and took no part in the discussion.

### **2.4 Human Resources Policies**

The committee considered and approved new policies for Under and Over payment of salaries and Use of Social Media and changes to policies for Capability, Management of Change and Sickness Absence.



## 2.5 Very Senior Manager Pay arrangements

Following discussions at the committee's previous meeting, it was agreed that arrangements for Very Senior Manager performance related pay will be considered in January 2018.

## 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:** October 2017



### 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.**

	<b>Details/ Name</b>	<b>Date</b>
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	
<b>Signed off by Report Owner (Must be completed)</b>	<b>Peter Price</b>	<b>31/10/17</b>

