

Governing Body

27 July 2016

Details	Part 1	<input checked="" type="checkbox"/>	Part 2	<input type="checkbox"/>	Agenda Item No.	12 Paper 9
Title of Paper:	Report from the Chair of The Remuneration Committee					
Board Member:	Chris Wild, Lay Member Chair of The Remuneration Committee					
Author:	Chris Wild, Lay Member Chair of The Remuneration Committee					
Presenter:	Chris Wild, Lay Member Chair of The Remuneration Committee					
Please indicate:	For Decision	<input type="checkbox"/>	For Information	<input checked="" type="checkbox"/>	For Discussion	<input type="checkbox"/>

Executive Summary

Summary	The paper provides an overview of the Remuneration Committee held on 22 June 2016					
Risk	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input checked="" type="checkbox"/>
	Please indicate above the overall level of risk associated with the paper then state here what the risks are and how this paper aims to address them. If the above summary itself is around managing risk etc. state "Included in Summary". NB Risks can include failure to act and lost opportunities.					
Recommendations	The Board is asked to: Note and discuss the contents of the paper					

Strategic themes

Deliver improvement in outcomes for patients	<input checked="" type="checkbox"/>
Deliver service improvement through system redesign in priority areas	<input checked="" type="checkbox"/>
Develop NHS Bury CCG and Primary Care capability as commissioners and leaders	<input checked="" type="checkbox"/>
Deliver through the Health and Wellbeing Board improved population health and reduction in inequalities	<input type="checkbox"/>
Deliver the CCG element of QUIPP through effective system management and working with partners and stakeholders and ensuring a culture with focus on quality, fostering innovation, improving health outcomes and reducing inequalities.	<input type="checkbox"/>
Equality Impact Assessed?	<input type="checkbox"/>
Supports NHS Bury CCG Governance arrangements	<input checked="" type="checkbox"/>

Report from the Chair of The Remuneration Committee

1. Introduction and background

The Remuneration Committee was requested to give due consideration to the uplifts to salaries that should be awarded to the Governing Body Members for the 2016-17 financial year. The Remuneration Committee has the delegated authority, as set out in the CCG Constitution, Scheme of Reservation and Delegation and Standing Orders.

The committee was also requested to determine the pay and conditions of service of the Accountable Officer and other Executive Directors and senior managers on VSM pay scales and Agenda for Change Band 9 and above; and determine the pay and conditions of service of senior employees to ensure they are fairly rewarded having proper regard to the CCG's circumstances and any national agreements.

2.0 Recommendations:

The Remuneration Committee was required to:

- 1) note the 1/2016 pay circular which has been released and applied automatically to all staff members on AfC contracts;

- 2) determine the principles to be used as an appropriate methodology for determining pay uplifts to the current salaries of Governing Body Members and Clinical Leads in NHS Bury CCG; and

- 3) determine the pay uplift to be awarded for 2016-17 in respect of all roles identified at Appendix 3.

2.2 Outcomes

Item 1 was noted

The remuneration Committee considered the principles for uplifts and the conclusion reached by Committee was a new benchmarking exercise should be undertaken, taking into account levels paid across other GM CCG's.

**Chris Wild, Lay Member
Chair of The Remuneration Committee.**