

**Rotherham Clinical Commissioning Group
Remuneration Committee**

2nd May 2018

Mr J Barber (JB)
Mrs K Henderson (KH)
Dr R Carlisle (RCI)
Dr R Cullen (RC)
Dr G Avery (GA)
Dr J Page (JP)
Dr S MacKeown (SM)
Mr C Edwards (CE)
Mrs W Allott (WA)

Mr P Smith (PS) in attendance

The Meeting was Quorate

1. Declarations of Interest

All members noted the direct conflict of interest and would be excluded from the meeting for any recommendations that related to their own remuneration.

2. Pay Awards 2018-2021

JB chaired the meeting and advised that all members were conflicted as the recommendations made would affect the remuneration of all members of the committee. They would therefore leave the meeting at the appropriate point. RC would chair for the section where JB had a conflict of interest.

It was noted that the recommendations made would require the approval of the Governing Body in accordance with the ToRs of the Committee.

A paper was presented to the Committee outlining options relating to the application of the proposed 3 year pay deal for A4C staff from 2018 to 2021 to employed CCG senior managers whose pay falls under the Committee's remit, GPs, and Lay Members who receive their payments through the CCG payroll and the secondary care doctor.

3. Background

A proposed 3 year pay deal has been recommended by the trade unions to members on A4C pay and Ts&Cs. This is also subject to agreement by the Government. If accepted this will result in the following increases to staff at the top of band 8c which is to be used as the maximum for increases to staff on the senior bands 8d and 9 :

- a 2.99 %consolidated increase from 1 April 2018,
- a 1.9% consolidated increase from 2019/20 and
- a 1.47% consolidated increase in 2020/21

The Remuneration committee was asked to discuss and approve one of the options presented for employed CCG senior managers whose pay falls under the Committee's remit, GPs, and Lay Members who receive their payments through the CCG payroll and the secondary care doctor.

PS confirmed that a decision had been made at one neighboring CCG in SYB to support Option 3:

3. Agree in principle to mirror the proposed pay award for A4C staff 2.99% consolidated increase in 2018/19 subject to the agreement of the A4C offer, subsequent years to be agreed by separate meetings of the Remuneration Committee

4. Questions

In answer to specific questions the following information was provided:

- It was unlikely that the Government would reject the deal should it be accepted by the Trade Unions in its current format as it had been negotiated at national level.
- The requirement for staff in Band 8c, 8d and 9 to annually re-earn up to 10% of their salary mirrored current arrangements where they could mark time or loose increments and was therefore not a material concern for the Committee.
- WA confirmed cost pressures were accounted for in the CCG financial plan.

5. Recommendations

All Members of the Committee confirmed the principle that the same arrangements should apply to the remuneration of all 3 groups under the Committees remit.

JB proposed option 3 for CCG senior managers whose pay falls under the Committee's remit and the Named GP for Safeguarding. (Officers left the room)

This was supported from 1st April 2018 by JB, GA, KH, RC, RCI, SM, JP.

JB proposed option 3 for CCG for GP members (GP Members left the room)

This was supported from 1st April 2018 by JB, KH, RCI, CE, WA.

RC proposed option 3 for Lay Members and the Secondary Care Doctor (Lay Members left the Room)

This was supported from 1st April 2018 by GA, RC, SM, JP, CE, WA.

All recommendations are subject to confirmation of the national process for the A4C pay awards. This was expected in July and changes to to be made from August 2018 pay, backdated to 1st April 2018.

There was no other business.