

**Remuneration Committee (Virtual Meeting)  
BRIEF MINUTES: December 2019**

**Present:** John Barber (Chair), Richard Cullen, Jason Page, Geoff Avery, Chris Edwards, Debbie Twell, Simon Mackeown, Wendy Allott.

**In Attendance:** Ruth Nutbrown (Minutes),

**Apologies:** There were no apologies.

<i>Item No.</i>	<i>Item Description</i>	<i>Discussion</i>	<i>Action By</i>
<b>CCG BUSINESS</b>			
	<b>Quorum Check</b> – 3 members including 1 lay member	John Barber confirmed the virtual meeting was quorate.	
1	<b>Declarations of Interest</b>	None declared	
<b>Agenda</b>			
2	Reimbursement for attendance at GP Members Committee	<p>Members were asked for comments on the paper from Wendy Allott/Louise Jones.</p> <p>The advent of Primary Care Networks has led GP Members to review the current arrangements for GPMC.</p> <p>GPMC was previously a 3 hour meeting, with 10 Members in total; The Chair (salaried via the CCG), Vice Chair (salaried via the CCG), plus 8 others, including a maximum of 2 representatives for LMC (reimbursed at an agreed rate per attendance, based on attendance).</p> <p>Members decided that w.e.f. September 2019 the meeting should be reduced to 90 minutes.</p>	

Additionally discussion took place at September GPMC regarding

- the number of representatives who should be eligible for reimbursement for attendance at the meeting (each PCN ordinarily having a Clinical Director and one other representative present)
- whether reimbursement should be for Practices or for PCNs
- whether any reimbursement payment should be made direct to either Practices or to PCN's (depending on the point above) or via the GP Federation for it to distribute.

See appendix A for options presented.

Members comments/responses are shown in the table below:

<b>Member</b>	<b>Comment</b>	<b>Response</b>
John Barber (Chair)	I support option 1, taking account of Chris's email of this morning which gives assurance that we will run with 10 meetings per year. I also agree with the proposed review after 12 months	Agree Option 1
Debbie Twell	I am confirming I Agree with Option 1 as its set out – re-imburement regarding GPMC meetings – at the 10 week value.	Agree Option 1
Richard Cullen	Ok with option 1	Agree Option 1
Jason Page	I am happy with option 1	Agree Option 1
Geoff Avery	I'm happy with option 1	Agree Option 1
Simon McKeown	I am happy with option one for the time being	Agree Option 1
Chris Edwards	I support option 1 – we always cancel August and December meetings so 10 meetings is custom and practice and makes this affordable. It will need a review in 12 months as the new way of working beds in.	Agree Option 1
Wendy Allott	Support option 1 , noting 10 meetings per	Agree Option 1

		annum being most likely scenario Support review and period.		<b>JB</b>
		Mr Barber confirmed the recommendation to Governing Body the adoption of option 1 with a review in 12 months.		
	<b>Any other Business</b>	There was no other business		

## Appendix A: Options

### **OPTION 1**

(a) For attendance at GPMC meeting:.

CCG will reimburse each member £262.50 per meeting attended, calculated as follows ;

Current Payment : CCG funded	3 hr meeting	<u>£</u>	<u><b>375.00</b></u>
Revised (50% based on duration)	1.5 hr meeting	£	187.50
Plus further contribution	(at £75/hr)	£	75.00
<b>TOTAL : Proposed CCG funded element</b>		<u>£</u>	<u><b>262.50</b></u>

(b) For attendance at the 1.5hr PCN meeting following GPMC, PCN would be need to (notionally or otherwise) reimburse each member £112.50 per meeting, from PCN funds.

Therefore in total each member will continue to receive £375 per combined GPMC/PCN meeting attended.

The Cost to the CCG of this proposal is £ 31,762 (11 Meetings ) or £28,875 (10 meetings)

Current Cost is £29,100

**If there are only to be 10 meetings per annum, then this option is affordable within the current financial envelope.**

**If there are to be 11 meetings per annum this would marginally increase costs. And given this is the case, then two other options are being put forward for consideration also.**

## **OPTION 2**

(c) For attendance at GPMC meeting.

No further contribution. Reimburse each member at a flat £187.50 per meeting attended, calculated as follows ;

Current Payment : CCG funded	3 hr meeting	<b>£</b>	<b>375.00</b>
Revised (50% based on duration)	1.5 hr meeting	£	187.50
Plus further contribution	(at £75/hr)		
<b>TOTAL : Proposed CCG funded element</b>		<b>£</b>	<b>187.50</b>

(d) For attendance at the 1.5hr PCN meeting following GPMC, PCN would need to (notionally or otherwise) reimburse each member the equivalent amount £187.50 per meeting, from PCN funds.

Therefore in total each member will continue to receive £375 per combined GPMC/PCN meeting attended.

The Cost to the CCG of this proposal is £ 22,627 (11 meetings) or £20,625 (10 meetings).

Current Cost is £29,100

## **OPTION 3**

(e) For attendance at GPMC meeting.

Adjust the further contribution to live within current affordability envelope based on 11 meetings. CCG will reimburse each member £240.50 per meeting attended. Calculated as follows ;

Current Payment : CCG funded	3 hr meeting	<b>£</b>	<b>375.00</b>
Revised (50% based on duration)	1.5 hr meeting	£	187.50
Plus further contribution	(at £75/hr)	£	53.00
TOTAL : Proposed CCG funded element		<b>£</b>	<b>240.50</b>

(f) For attendance at the 1.5hr PCN meeting following GPMC, PCN would need to (notionally or otherwise) reimburse each member the equivalent amount £134.50 per meeting, from PCN funds.

Therefore in total each member will continue to receive £375 per combined GPMC/PCN meeting attended.

The Cost to the CCG of this proposal is £ 29,100 (11 meetings) or £26,454 (10 meetings)  
Current Cost is £29,100

## SUMMARY

<b>TABLE 1 : PAYMENT RATE OPTIONS</b>			<b>Option 1</b>	<b>Option 2</b>	<b>Option 3</b>
GPMC	Current Payment : CCG funded	3 hr meeting	£ 375.00	£ 375.00	£ 375.00
GPMC	Revised (50% based on duration) Plus further contribution	1.5 hr meeting (at £75/hr)	£ 187.50 £ 75.00	£ 187.50	£ 187.50 £ 53.00
<b>TOTAL : Proposed CCG funded element</b>			<b>£ 262.50</b>	<b>£ 187.50</b>	<b>£ 240.50</b>
PCN	PCN Meeting	1.5 hr meeting	£ 112.50 (at £75/hr)	£ 187.50	£ 134.50
<b>TOTAL : Proposed PCN funded element</b>			<b>£ 112.50</b>	<b>£ 187.50</b>	<b>£ 134.50</b>
<b>TOTAL</b>	<b>Total Payment per attendee (from all funding sources)</b>		<b>£ 375.00</b>	<b>£ 375.00</b>	<b>£ 375.00</b>

<b>TABLE 2 : SUMMARY OF FINANCIAL IMPACT</b>			<b>Option 1</b>	<b>Option 2</b>	<b>Option 3</b>
Current cost to CCG (at £375 per meeting for majority. 8 people / 11 meetings )			£ 29,100.00	£ 29,100.00	£ 29,100.00
Revised Cost Options ( 11 people)					
	Revised cost at £262.50	11 meetings	£ 31,762.50		
	Revised cost at £262.50	10 meetings	£ 28,875.00		
	Revised cost at £187.50	11 meetings		£ 22,687.50	
	Revised cost at £187.50	10 meetings		£ 20,625.00	
	Revised cost at £240.50	11 meetings			£ 29,100.00
	Revised cost at £240.50	10 meetings			£ 26,454.55
	Cost / (saving) at £262.50	11 meetings	£ 2,662.50		
	Cost / (saving) at £262.50	10 meetings	-£ 225.00		
	Cost / (saving) at £187.50	11 meetings		-£ 6,412.50	
	Cost / (saving) at £187.50	10 meetings		-£ 8,475.00	
	Cost / (saving) at £240.50	11 meetings			£ 0.00
	Cost / (saving) at £240.50	10 meetings			-£ 2,645.45

