

**Remuneration Committee**  
**BRIEF MINUTES: 20<sup>th</sup> October 2021**

**Present:** Mrs Janet Wheatley (Chair), Mr John Barber, Mrs Debbie Twell, Dr Richard Cullen, Dr Jason Page, Mr Chris Edwards, Mrs Wendy Allott, Mr Ian Atkinson, Dr Simon Mackeown.

**In Attendance:** Mrs Ruth Nutbrown (Minutes), Mr Peter Smith.

**Apologies:** Dr Geoff Avery.

<i>Item No.</i>	<i>Item Description</i>	<i>Discussion</i>	<i>Action By</i>
<b>CCG BUSINESS</b>			
2	<b>Quorum Check</b> – 3 members including 1 lay member	The Chair confirmed the virtual meeting was quorate.	
3	<b>Declarations of Interest</b>	Each member was conflicted with regards to the agenda item. The items would be discussed separately, and the conflicted members would abstain from the conflicted discussion and decision. The chair will also change to Dr Cullen when the discussion was around lay member pay.	
<b>Agenda</b>			
4	<b>VSM Pay Award 2019/20</b>	Mr Smith presented the paper, informing members of the letter from NHSE the chief people officer re recommendations for VSM pay. Mr smith presented 4 options: A. To mirror the national position and not make a pay recommendation for any VSMS, the Board, SCE, and other associated roles whose pay falls under the Committee’s remit. B. To consider a non consolidated differential pay award for VSMS based on their performance in 2020-21as reflected in their PDR. The cost of this should not exceed 2% of the VSM pay bill or exceed 5% of their reckonable pay pot. This could be up to 2% so it does not exceed the pay	

		<p>bill requirements. It should be noted that there is currently no formal contractual arrangements to for VSM pay awards to be made in this way.</p> <p>C. To pay a flat rate non consolidated increase to VSMs which does not exceed 2% of the VSM pay bill or exceed 5% of their reckonable pay pot. It should be noted that an approach of a blanket award to all VSMs or all trusts and CCGs, where performance does not merit such a payment, is not supported. The flat rate could be up to 2% so it does not exceed the pay bill requirements</p> <p>D. To pay a flat rate non consolidated increase to VSMs, Board, SCE, and other associated roles whose pay falls under the Committee's remit which does not exceed 2% of the VSM pay bill or exceed 5% of their reckonable pay pot. It should be noted that an approach of a blanket award to all VSMs or all trusts and CCGs, where performance does not merit such a payment, is not supported. The flat rate could be up to 2% so it does not exceed the pay bill requirements</p> <p>The other SY CCGs are going to recommend option D. to their Governing Bodies.</p> <p>Mr Edwards suggested that we could stay in the pack with other SY CCGS which would be politically advisable.</p> <p>Mrs Twell requested Mr Smith to clarify the nuances between options C+D – C is the Exec officers only D includes other roles including SCE etc.</p> <p>Mr smith confirmed the national recommendations is just around VSM pay not for the wider staff groups which has been added to option D.</p> <p>Mrs Wheatley asked if this was manageable in budgets. Mrs Allott confirmed this was correct as the assumption around pay award had been made in the planning assumptions which the reserve more than covers this.</p> <p>Mrs Wheatley asked when the implementation was. Mr Smith confirmed it was back dated to April and would be paid in November for one year.</p>	JW
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5	<b>AOB</b>	There was no other business	