

## Greater Glasgow NHS Board

### Board Meeting

17 September 2002

Board Paper No. 02/66



Head of Board Administration

## NHS Greater Glasgow – Staff Governance Committee

### Recommendation:

The NHS Board is asked to approve:-

- i) the amendment, as described in paragraph 3 of the paper, to the Remit;
- ii) the appointment of the Employee Director to the Remuneration Sub-Committee and a Non-Executive Director of the NHS Board to Chair the Remuneration Group of the NHS Board.

### Background:

1. The Minutes of the first meeting of the NHS Greater Glasgow Staff Governance Committee, held on 3 September 2002, are attached for the NHS Board to note.
2. As can be seen from the Minutes, two issues were discussed which required to be submitted to the NHS Board for approval.
3. Firstly, the Committee approved the Objectives, Composition and Remit set for it by the NHS Board, subject to the following minor amendment to paragraph 2 of the Remit:-  
  
Delete - “The Committee should act for the Board in introducing structures and processes to ensure that staff are .....”  
  
Add - “The Committee shall act for the Board in ensuring that structures and processes are in place to ensure that staff are .....”
4. Secondly, the Staff Governance Committee was also tasked with establishing the Committee arrangements for the remuneration issues affecting Executive Directors and Senior Managers on Executive Pay within NHS Greater Glasgow.
5. The approved model for the current performance year (and subject to review after the completion of the arrangements for the first year) is the establishment of a Remuneration Sub-Committee of the Staff Governance Committee to consider the remuneration issues of the Executive Directors of the NHS Board (Chief Executive, Director of Finance and the Director of Public Health of the NHS Board and the four Trust Chief Executives). This arrangement ensures a consistency in the setting of objectives and operation of the performance management scheme across NHS Greater Glasgow.
6. Remuneration Groups would be established in each Trust and the NHS Board to consider the arrangements for their own respective Senior Managers subject to the Executive Pay Arrangements.

**Membership of Remuneration Sub-Committee**

7. The national guidance prescribes the minimum membership of the Remuneration Sub-Committee as the Chair of the NHS Board, the Chairs of each of the Trusts and a Non-Executive Director.
8. The attached Minutes of the Staff Governance Committee show a clear recommendation that the Non-Executive Director place should be taken by the Employee Director (Mr W Goudie).
9. The model agreed by the Staff Governance Committee for the Remuneration Committee/Group arrangements sees each of the Chairs of the Remuneration Groups (in the four Trusts and NHS Board) being members of the Remuneration Sub-Committee, together with the Chair of the NHS Board. The primary aim was to ensure consistency of approach across NHS Greater Glasgow.
10. To ensure that the recommendation of the Staff Governance Committee on its membership is met, it is suggested that the NHS Board appoints the Employee Director to the Remuneration Sub-Committee and appoints a Non-Executive Director of the NHS Board to Chair the Remuneration Group of the NHS Board (and by virtue of this position they both become members of Remuneration Sub-Committee).

**Conclusion**

The Board is asked to approve:-

- i) the amendment, as described in paragraph 3 of the paper, to the Remit;
- ii) the appointment of the Employee Director to the Remuneration Sub-Committee and a Non-Executive Director of the NHS Board to Chair the Remuneration Group of the NHS Board.

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