

**NHS DORSET CLINICAL COMMISSIONING GROUP
GOVERNING BODY MEETING
PROPOSED CHANGES TO REMUNERATION COMMITTEE TERMS
OF REFERENCE**

Date of the meeting	20/11/2013
Author	C Lakeman, Governing Body Secretary and General Counsel
Sponsoring GB member	T Goodson, Chief Officer
Purpose of report	To put forward proposals for changes to the Remuneration Committee Terms of Reference to enable it to consider all severance cases, not only those limited to senior managers.
Recommendation	The Governing Body is asked to Approve: Amendments to the Remuneration Committee Terms of Reference to enable it to consider all severance payments not only those related to senior staff.
Resource implications	Within Budget
Link to strategic principles	<ul style="list-style-type: none"> • Sustainable healthcare services
Risk assurance Impact on high level risks	None
Outcome of equality impact assessment process	None
Actions to address impact	N/A
Legal implications	None
Freedom of information	Unrestricted
Stakeholder engagement	N/A
Previous Committees/Governing Body	N/A

1. Introduction

- 1.1. The Governing Body previously approved amendments to the Remuneration Committee Terms of Reference to enable it to deal with matters specifically delegated to it by the Governing Body.
- 1.2. Recent guidance suggests that remuneration committees for NHS employers should consider (and in the case of NHS Dorset CCG make recommendations to the Governing Body) severance payments for all staff.

2. Report

- 2.1. The current Terms of Reference restrict the Remuneration Committee to considering severance payments for senior officers within the CCG. In order to meet the recently issued guidance, amendments are needed to widen the scope of the role of the Remuneration Committee.
- 2.2. Appendix A contains the current Terms of Reference with tracked changes highlighting the minor amendments required to enable the Remuneration Committee to consider severance packages for all staff.

3. Conclusion

- 3.1. The Governing Body is asked to approve the changes required to enable the Remuneration Committee to consider severance payments for all staff in the CCG with immediate effect.

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Date : 1 November 2013

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Appendix

Appendix 1

**Tracked change version of the Terms of
Reference for the Remuneration
Committee**