



<b>Report to:</b>	Integrated Care Board
<b>Date of Meeting:</b>	13 July 2022
<b>Subject:</b>	Remuneration Committee
<b>Director Sponsor:</b>	Chair / Non-Executive Director of Remuneration Committee
<b>Author:</b>	Chair / Non-Executive Director of Remuneration Committee

**STATUS OF THE REPORT:** *(Please click on the appropriate box)*

Approve  Discuss  Assurance  Information  A Regulatory Requirement

**SUMMARY OF REPORT:**

The NHS Humber and North Yorkshire Integrated Care Board (ICB) is required to have in place a number of statutory committees, one of these being the Remuneration Committee.

The Remuneration Committee is responsible for the

The first meeting of the Remuneration Committee was held on the 1 July 2022. The meeting was quorate and those present who declared an interest to any of the items on the agenda were noted as not having received any of the papers and left the meeting for discussion on the relevant items and the meeting remained quorate.

The items covered at the meeting included, the:

- Terms of reference which had been approved by the Board
- Executive remuneration and terms as presented by the Chief Executive
- Independent Non-Executive Director remuneration and terms as presented by the Chair of the Board
- Partner Member remuneration and terms as presented by the Chair of the Board
- Employment policies of the ICB.

**RECOMMENDATIONS:**

Members are asked to:

- Note the update provided from the Remuneration Committee Chair

**ICB STRATEGIC OBJECTIVE** *(please click on the boxes of the relevant strategic objective(s))*

Realising our vision	<input checked="" type="checkbox"/>
Improving outcomes in population health and healthcare	<input checked="" type="checkbox"/>
Supporting broader social and economic development	<input checked="" type="checkbox"/>
Tackling inequalities in outcomes experience and access	<input checked="" type="checkbox"/>



Delivering our operational plan 2022/23	<input checked="" type="checkbox"/>
Developing our ICS	<input checked="" type="checkbox"/>

<b>IMPLICATIONS</b> <i>(Please state N/A against any domain where none are identified)</i>	
Finance	Agreement of any remuneration and terms of service must be considered within the context of the overall affordability / cost envelope as set out within the ICB running cost allowance.
Quality	Effective leadership is critical to improve outcomes for local patients. The quality of the leadership is assessed annually through NHS England's Improvement and Assessment Framework.
HR	Rates for remuneration must be equitable to ensure compliance with the Equality Act 2010. Awards for successful claims of discrimination are uncapped.
Legal / Regulatory	Rates for remuneration must be equitable to ensure compliance with the Equality Act 2010. Awards for successful claims of discrimination are uncapped.
Data Protection / IG	All data is held by the HR team in accordance with existing IG requirements.
Health inequality / equality	Effective leadership is critical to improve outcomes for local patients.
Conflict of Interest Aspects	As noted in the paper above
Sustainability	N/A

<p><b>ASSESSED RISK:</b></p> <p>Failure to appoint to the statutory roles as set out in the ICB Constitution. This is mitigated by ensuring the roles are remunerated at a fair and equitable level and evidence provided to the Remuneration Committee by way of assurance.</p>
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<p><b>MONITORING AND ASSURANCE:</b></p> <p>Not applicable</p>
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<p><b>ENGAGEMENT:</b></p> <p>Not applicable</p>
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<p><b>REPORT EXEMPT FROM PUBLIC DISCLOSURE</b></p> <p>If yes, please detail the specific grounds for exemption</p>	<p>No <input checked="" type="checkbox"/> Yes <input type="checkbox"/></p>
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