



**CTMUHB**

**HIGHLIGHT REPORT FROM THE CHAIR OF THE REMUNERATION & TERMS OF SERVICE COMMITTEE**

<b>DATE OF MEETING</b>	29 <sup>th</sup> September 2022
<b>PUBLIC OR PRIVATE REPORT</b>	Public
<b>IF PRIVATE PLEASE INDICATE REASON</b>	Not Applicable - Public Report
<b>PREPARED BY</b>	Cally Hamblyn, Assistant Director of Governance & Risk
<b>PRESENTED BY</b>	Emrys Elias, Chair/ Independent Member
<b>EXECUTIVE SPONSOR APPROVED</b>	Georgina Galletly, Director, Corporate Governance
<b>REPORT PURPOSE</b>	FOR NOTING

**ACRONYMS**

None Identified.

**1. INTRODUCTION**

- 1.1 This report had been prepared to provide the Board with details of the key issues considered by the Remuneration & Terms of Service Committee at its meeting on the 17<sup>th</sup> August 2022.
- 1.2 Key highlights from the meeting are reported in section 3.

**2. PURPOSE OF THE REMUNERATION & TERMS OF SERVICE COMMITTEE**

- 2.1 The purpose of this Committee is to provide:
  - **advice** to the Board on remuneration and terms of service for the Chief Executive, Executive Directors and other very senior staff within the framework set by the Welsh Government.

- **assurance** to the Board in relation to the UHB’s arrangements for the remuneration and terms of service, including contractual arrangements, for all staff, in accordance with the requirements and standards determined for the NHS in Wales.
- **receive reports** relating to the remuneration and terms of service, including contractual arrangements, for Directors and Very Senior Managers of hosted bodies.

### 3. HIGHLIGHT REPORT

<b>ALERT / ESCALATE</b>	Nil
<b>ADVISE</b>	<p><b>Pension Tax Guidance for Employers – Local Measures to Support Staff and Service Delivery</b></p> <p>The Committee <b>APPROVED</b> the implementation of the Pension Tax Guidance for all Health Board employees affected by the annual and Life-time Pension Tax limits.</p> <p>In approving the guidance the Committee welcomed the activity instigated by the People &amp; Culture Committee to explore pension flexibility options which might be available to the workforce not covered in this guidance, and that this will be undertaken in conjunction with Trade Union colleagues. Reference was also made to the Financial Wellbeing Care Pathway introduced within the Health Board.</p> <p><b>Voluntary Early Release Scheme Applications</b></p> <p>The Committee <b>APPROVED</b> two applications under the Voluntary Early Release Scheme.</p>
<b>ASSURE</b>	Nil
<b>INFORM</b>	Nil
<b>APPENDICES</b>	<b>NOT APPLICABLE</b>

### 4. RECOMMENDATION

4.1 The Board is asked to **NOTE** the report.