



CTMUHB

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

DATE OF MEETING	26 th January 2023
PUBLIC OR PRIVATE REPORT	Public
IF PRIVATE PLEASE INDICATE REASON	Not Applicable - Public Report
PREPARED BY	Cally Hamblyn, Assistant Director of Governance & Risk
PRESENTED BY	Emrys Elias, Chair/ Independent Member
EXECUTIVE SPONSOR APPROVED	Hywel Daniel, Executive Director for People
REPORT PURPOSE	FOR APPROVAL
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 21 December 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

ALERT/ ESCALATE	Nil
ADVISE	<p>Committee Business Matters</p> <ul style="list-style-type: none"> • The Terms of Reference were ENDORSED FOR BOARD APPROVAL with no changes made. • The Committee Annual Report was ENDORSED FOR BOARD APPROVAL. • The Committee Effectiveness Survey and Improvement plan were APPROVED. <p>Annual Approval Request – Retire & Return Arrangement – The Committee APPROVED a continuation request under the retire and return arrangements.</p> <p>Executive Medical Director Contract Arrangements The Committee APPROVED the contractual arrangements for the Executive Medical Director position.</p>
ASSURE	<p>The Committee received ASSURANCE and SUPPORTED the backfill and substantive appointment arrangements for the following posts:</p> <ul style="list-style-type: none"> • Executive Director of Public Health • Director of Corporate Governance / Board Secretary
INFORM	The Committee SUPPORTED the approach to formalise arrangements for a Deputy Chief Executive.
APPENDICES	Appendix 1 – Terms of Reference Appendix 2 – Committee Annual Report

4. RECOMMENDATION

4.1 The Board is asked to **APPROVE**:

- The Terms of Reference for the Remuneration and Terms of Service Committee
- The Committee Annual Report