

Remuneration Committee report to the Council

Purpose of paper	To report on the work undertaken by the Remuneration Committee throughout 2016 and the planned work for 2017.
Status	Public
Action	For noting.
Corporate Strategy 2016-19	Performance objective 1: To improve our performance across all our functions so that we are highly effective as a regulator.
Business Plan 2017	Priority one: Continue to build a cost effective and efficient organisation.
Decision Trail	In accordance with the General Dental Council Standing Orders for the non-statutory committees of Council 2016, the Remuneration Committee will report to the next Council meeting following its meeting.
Next stage	None.
Recommendations	The Council is asked to note this report.
Authorship of paper and further information	Nicholas Preece, Governance Manager npreece@gdc-uk.org 0207 167 6328
Appendices	None.

1. Executive summary

- 1.1. This paper reports on the meeting of the Remuneration Committee (the Committee) on 9 February 2017. Some aspects of the Committee's work were highly confidential and therefore not described in detail in this report. The Council is asked to note the report.

2. Introduction and background

- 2.1. The key purposes of the Committee as defined in its terms of reference were:
 - 2.1.1. To establish a transparent procedure for the remuneration of the Chief Executive, Executive Management Team (EMT), Council members (including the Chair of the Council) and other associate post holders.
 - 2.1.2. To ensure that there were appropriate incentives to encourage enhanced performance and that rewards were made in a fair and responsible manner, and were linked to the individual's contributions to the success of the General Dental Council (GDC) and the successful performance of the GDC in general.
- 2.2. In accordance with the General Dental Council Standing Orders for the non-statutory committees of Council 2016, the Remuneration Committee would report to the next Council meeting following its meeting.

3. GDC pension scheme

- 3.1. The Committee discussed areas of consideration about the future direction of the pension scheme.

4. Remuneration report for 2016 annual report and accounts

- 4.1. The Committee recommended amendments to the draft report to be included in the annual report and accounts.

5. HR annual report

- 5.1. The Committee reviewed the developments by the HR function and data analysis for 2016, which included information on the staff population, protected characteristics, employee relations, sickness, recruitment & retention, and learning & development. The report would be presented to the Council on 16 March 2017.

6. HR balanced scorecard and HR risk register

- 6.1. The Committee reviewed and provided input into both the HR balanced scorecard and HR risk register.

7. Council member recruitment

- 7.1. The work for the recruitment of new Council members was on schedule. The selection panel held its first meeting on 30 January 2017. The Professional Standards Authority received the advance notice on 8 February 2017 to review.

8. Date of next meeting

- 8.1. 21 April 2017.

9. Recommendations

9.1. The Council is asked to note this report.