Remuneration Committee report to the Council

<table>
<thead>
<tr>
<th>Purpose of paper</th>
<th>To report on the items discussed by the Remuneration Committee on 4 July 2017.</th>
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<tbody>
<tr>
<td>Status</td>
<td>Public.</td>
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<tr>
<td>Action</td>
<td>For noting.</td>
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<tr>
<td>Corporate Strategy 2016-19</td>
<td>Performance objective 1: To improve our performance across all our functions so that we are highly effective as a regulator.</td>
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<td>Business Plan 2017</td>
<td>Priority one: Continue to build a cost effective and efficient organisation.</td>
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<tr>
<td>Decision Trail</td>
<td>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.</td>
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<td>Next stage</td>
<td>None.</td>
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<td>Recommendations</td>
<td>The Council is asked to note this report.</td>
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<tr>
<td>Authorship of paper and further information</td>
<td>Pauline Kemp, Governance Manager <a href="mailto:pkemp@gdc-uk.org">pkemp@gdc-uk.org</a> 0207 167 6204</td>
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<td>Appendices</td>
<td>None.</td>
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1. Executive summary
   1.1. This paper reports on the meeting of the Remuneration Committee (the Committee) on 4 July 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. Council member recruitment
   4.1. The Head of Governance updated the Committee on the Council member recruitment process. The Council appointment recommendations had been sent to the Privy Council and the PSA had confirmed they would be writing to the Privy Council confirming their confidence with the process. Both successful and unsuccessful candidates would be notified in due course. There were a number of lessons learned from the process.

5. Council review and development
   5.1. The Committee received an update on the induction process, evaluation, training and development for Council members. There would be a workshop in October for new Council members, with further training tailored to their specific requirements scheduled for 2018.

6. Appraisal process for members of the Statutory Panellists Committee (SPC) and non-Council Committee Members
   6.1. The Committee received details of the appraisal process for SPC and non-Council Committee Members. This was very similar to the process followed for Council Members.

7. Chair of Council’s Royal Society of Medicine membership for 2018
   7.1. The Committee considered the proposal that payment of the GDC Chair’s annual membership for 2018 was extended for a further year, which resulted in a modest saving for the GDC regarding accommodation costs. The Committee agreed to the payment which would be reviewed in another year. The Chief Executive noted plans for a wider review of Council member accommodation, looking at hotel chain business membership and other options.

8. Plans for a handover to new Rem Co Chair
   8.1. The Committee discussed the process for handover to the new Chair. It was envisaged some informal discussions could take place with Committee Members and Governance when the incoming Chair was identified. The Committee also proposed increasing time on the meeting agendas to allow the new Council and Committee Members more time for discussion to assist their learning.
9. Initial perceptions and first steps (to include People Strategy and Talent Management)
   9.1. The Committee received an update around the development of the People Strategy. This included the integrated approach the GDC should consider in order to address its strategic themes, in order to change and transform its approach to people planning, people development and people engagement.
   9.2. A Council workshop was planned for September followed by a more detailed report being brought back to November Remuneration Committee in order to develop the strategy during 2018.

10. Equality, Diversity & Inclusion (EDI)
    10.1. The Head of Equality and Diversity updated the Committee, incorporating the suggestions from the Committee into the EDI Strategy. This was strongly embedded with the People strategy and was being rolled out across the organisation.

11. Staff performance and pay assessments
    11.1. The Committee considered the data presented regarding final performance statistics and the importance of applying ‘High Performing’ consistently across the organisation, together with job satisfaction for staff.

12. Deep Dive on staff leaving the GDC
    12.1. The Committee reviewed staff turnover within the GDC between the period 1 April 2016 and 31 March 2017. A more detailed analysis within Fitness to Practise was planned.

13. Strategic Risk Register (SRR)
    13.1. The Strategic Risk Register was circulated and noted.

14. Terms and Conditions consultation outcome
    14.1. The Committee noted the conclusion and closure of the staff consultation.