

Report to the Council from the Remuneration Committee on 24 January 2019

Purpose of paper	To report on the items discussed by the Remuneration Committee for an additional meeting on 24 January 2019
Status	Public
Action	To note
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 2018	N/A
Decision Trail	In accordance with the General Dental Council Standing Orders for the Non-Statutory Committees of Council 2018, 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 for the additional Remuneration Committee meeting on 24 January 2019
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Appendices	None

1. Executive summary

- 1.1. This paper reports on the additional meeting of the Remuneration Committee (the Committee) on 24 January 2019. The meeting was originally due to be a teleconference, but due to content was moved to an additional meeting. Some aspects of the Committee's work are 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 are:
 - 2.1.1. To establish a transparent procedure for the remuneration of the Chief Executive, Executive Management Team, Council Members (including the Chair) and other associate post holders.
 - 2.1.2. To ensure that there are appropriate incentives to encourage enhanced performance and that rewards are made in a fair and responsible manner, and are linked to the individual's contributions to the success of the General Dental Council (GDC) and the successful performance of the GDC in general.
 - 2.1.3. To annually review the organisation's pension schemes and make reports and/or recommendations as appropriate to Council, based on actuarial data and advice.
- 2.2. In accordance with the General Dental Council Standing Orders for the non-statutory committees of Council 2018, the Remuneration Committee will report to the next Council meeting following its meeting.

3. ARA 2018- draft remuneration report

- 3.1. The Committee received the report which set out the draft remuneration report before being presented to the Audit and Risk Committee (ARC) as part of the GDC 2018 Annual Report and Accounts approval process. The Committee discussed the paper and following the meeting, recommended the updated draft remuneration report to ARC.

4. Council member appraisal process

- 4.1. The Committee were updated that there were two appraisals outstanding which would take place shortly. The Committee discussed the initial feedback which was noted as largely positive, with the reflection and analysis of the year helpful.

5. Non-executive remuneration policies

- 5.1. The Committee received and noted an update, the full report would be brought to the next meeting.

6. Council member recruitment

- 6.1. The Committee discussed the legislative requirements for lay and registrant members, and in relation to members who live, or work wholly or mainly in England, Scotland, Wales and Northern Ireland. The Committee discussed further appointments and future recruitment campaigns

7. Associates

- 7.1. The Committee received a slide pack and accompanying presentation on Associates which outlined current findings and the legal framework. The Committee were satisfied with the

progress and were assured that further development work was underway with workshops scheduled in Birmingham and London.

8. People and Organisational Strategy Programme pack (POD)

- 8.1. The Committee discussed the POD which set out plans, ambitions and commitments that were aligned with the GDC corporate strategy. The Committee discussed the importance of staff surveys and it was confirmed an all-staff survey would take place in April 2019.

9. Equality, Diversity and Inclusion (EDI) action plan

- 9.1. The Committee were notified that the GDC would be signing the Time to Change pledge on 7 February 2019. The pledge committed the GDC to an action plan that covered all levels of the organisation around mental health issues and awareness. By signing the pledge, this would allow individuals to thrive in the workplace and this work would form a large part of the well-being activity across the organisation for 2019. The Committee were happy with the progress, especially the Time to Change pledge

10. Recommendation

- 10.1. The Council is asked to **note** the items discussed by the Committee on 24 Jan 2019