

Appointment of the External Member of the Remuneration Committee

Purpose of paper	To ask the Council to approve the appointment of a new External Member of the Remuneration Committee.
Action	For approval
Corporate Strategy	Performance Objective 1: To improve our performance across all our functions so that we are highly effective as a regulator
Decision Trail	At the July 2019 Council meeting, Council approved the proposal to appoint a new External Member of the Remuneration Committee
Next stage	N/A
Recommendations	To ask the Council to approve the appointment of Ann Brown as the new External Member of the Remuneration Committee
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1. Executive summary

- 1.1 The General Dental Council Standing Orders and Resolutions for the Non-Statutory Committees of Council 2016 provide for the membership of the Remuneration Committee (Remco) to include an External Member. The External Member may take part in discussion and vote on matters under consideration by the Committee, but they do not count towards the quorum.
- 1.2 The previous External Member served for a number of years on the Committee and indicated earlier this year, that she would be stepping down to focus on other roles. Council's approval to recruit a new External Member was obtained in July 2019.
- 1.3 A professional search firm supported the recruitment campaign, which resulted in an interview panel consisting of Chair of Remco, Geraldine Campbell, member of Remco, Anne Heal, and independent panel member, Cindy Butts, selecting Ann Brown as the preferred candidate for the role.
- 1.4 In accordance with the Standing Orders, appointments to Committees are reserved to the Council. Therefore, Council is asked to:
 - **approve** the appointment of Ann Brown as the new External Member of the Remuneration Committee.

2. Recruitment process

- 2.1. A professional search firm were procured to support this recruitment campaign. In response to advertisement and direct approaches, (approximately) **130** applications for the role were received. As part of the procured work around **30** were interviewed by the recruitment consultant and **eight** candidates were shortlisted.
- 2.2. The shortlist was reviewed by the panel, who chose **five** candidates to invite to interview. To further support the panel and provide insight into the candidates, Facet Five profiles were obtained on each interviewee. A presentation topic and a number of competency-based questions were drafted and agreed with the panel.
- 2.3. Interviews took place on Thursday 15 August 2019, with the panel's preferred candidate being Ann Brown. Ann accepted the offer – subject to appointment by the Council – on Friday 16 August 2019.
- 2.4. To prepare Ann for her role, she has undertaken a short induction which has included meeting the Chair of Council, Chief Executive and Registrar, and key members of people services. In accordance with the prior agreement of Council (also sought at the July Council meeting), Ann attended the meeting of the Remco on 26 September 2019 as an observer.

3. Risks and Considerations

Communications <ul style="list-style-type: none">• The Communications team will share the news of Ann Brown's appointment following the Council meeting.• An internal communications piece is also planned.
Equality and Diversity <ul style="list-style-type: none">• No EIA has been carried out.• Bidder's approach to equality and diversity was evaluated as part of the procurement exercise to find a recruitment company.
Legal <ul style="list-style-type: none">• Council make appointments to Committees in accordance with the Standing Orders.
Policy <ul style="list-style-type: none">• No impact on policy making.
Resources <ul style="list-style-type: none">• The costs of the recruitment will be met from the governance budget.
National <ul style="list-style-type: none">• Not applicable.
Risks on Registers <ul style="list-style-type: none">• Not applicable.

4. Recommendations

4.1 Council is asked to:

- **approve** the appointment of Ann Brown as the new External Member of the Remuneration Committee