

Report to the Council from the Remuneration Committee on 21 March 2019

Purpose of paper	To report on the items discussed by the Remuneration Committee for an additional meeting on 21 March 2019
Action	For noting
Corporate Strategy	Performance objective 1: To improve our performance across all our functions so that we are highly effective as a regulator.
Business Plan	N/A
Decision Trail	In accordance with the General Dental Council Standing Orders for the Non-Statutory Committees of Council, 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 21 March 2019
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Appendices	None

1. Executive summary

- 1.1. This paper reports on the meeting of the Remuneration Committee (the Committee) on 21 March. 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, the Remuneration Committee will report to the next Council meeting following its meeting.

3. Council member recruitment

- 3.1. The Committee were updated that the Privy Council had agreed to extend the term of the Committee Chair until 31 September 2020.
- 3.2. The Committee discussed the different length terms and succession planning. The Executive agreed to consider scenario planning, and to look at the various options, which would help shape the appraisal process.

4. Evaluating the performance of Council

- 4.1. The Committee received an update which confirmed that Council's performance and effectiveness was evaluated annually with a formal external evaluation to take place every 3 years. The external evaluation was due in 2018, but this had been postponed to 2019.
- 4.2. The Committee were informed that the organisation was now in the early stages of scoping and would shortly be contacting an external provider. The Committee discussed suitable areas for topics, and it was agreed to ask all the Committees for their suggestions.

5. Council Member appraisal

- 5.1. The Committee were updated that since the last meeting, changes had been made to the appraisal forms, and the feedback received was positive. The Committee discussed the peer review element and the Executive confirmed work was underway to clarify the process.

6. Council Member remuneration

- 6.1. The Committee reviewed the current remuneration of Council members. The Committee decided it was important to work on the council effectiveness review first so the remuneration could then be identified. The Committee agreed to recommend that a thorough review of Council member commitments be included in the scope of the upcoming Council effectiveness review.

7. Pension Strategy

- 7.1. The Committee received updates on the GDC's pensions schemes as a standing item.

8. Equality, Diversity and Inclusion audit

8.1. The Committee received and discussed the full audit report from Mazars, which was given as adequate assurance. The Committee were also informed that a thorough discussion had taken place at the Audit and Risk Committee on 21 February 2019.

9. People and Organisational Strategy Programme pack (POD)

9.1. The Committee discussed the POD which set out plans, ambitions and commitments that were aligned with the GDC Corporate Strategy.

9.2. It was confirmed the internal communications strategy for POD had been divided into 5 tangible strands:

- New ways of working
- Growing our own
- Everyday learning
- Recognising contribution
- Thriving at work

9.3. The Committee also received a focused presentation on the Organisational Design project, which included an overview of the vision, key elements, project timeline, progress to date and next steps.

10. Associates Project update

10.1. The Committee were updated on the current status of the Associates project. The Committee were pleased on the progress made, especially with the development of a flow chart tool, to help determine the category of Associate. It was confirmed that over the next few months, the project would make further progress in key areas, such as Associates remuneration prior to the close out of the project and working becoming business as usual.

11. Recommendation

11.1. The Council is asked to **note** the items discussed by the Committee on 21 March 2019.