

Council Member Remuneration

Executive Director	Sarah Keyes, Executive Director, Organisational Development
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Type of business	For decision
Issue	Council Member Remuneration
Recommendation	The Council is asked to approve the Remuneration and Nomination Committee's recommendation that there is no change to Council Member Remuneration.

1. Key considerations

- 1.1 The Remuneration and Nomination Committee considered the levels of remuneration for the Chair of Council, Council Members, and Committee Chairs on 21 March 2019. At that time, following comprehensive benchmarking, a recommendation for no change was made.
- 1.2 Whilst remuneration rates have been regularly reviewed, they have not changed for Council Members for approximately seven years.
- 1.3 The most recent round of Council Member recruitment has concluded with the appointment to all three vacant positions with strong candidates from a large field. Whilst there is learning from the process, remuneration has not been flagged as a key barrier.
- 1.4 The GMC are currently advertising for Council Members and the rate of remuneration remains unchanged from the position that was reported to the Committee in 2019.
- 1.5 Pay increases for staff are currently frozen considering the current climate. EMT made an early decision that to award pay increases would be inappropriate during the pandemic period and taking account of the position of the industry that we regulate. The Remuneration and Nomination Committee have agreed a similar position for Executive and Chief Executive pay.
- 1.6 It is within this context that the Remuneration and Nomination Committee recommend to the Council to retain Council Member allowances as they currently stand with the commitment to review in 18 months' time following the appointment of a new Chair.

2. Legal, policy and national considerations

- 2.1 There are no legal considerations, policy changes or national issues that need to be considered

3. Equality, diversity and privacy considerations

- 3.1 Not applicable.

4. Risk considerations

- 4.1 Remuneration may be a barrier to attracting certain future Council candidates but, as set out above, is not considered to be the case at present.

5. Resource considerations and CCP

- 5.1 There are no current issues; any future resource changes would be considered in future iterations of the CCP planning

6. Monitoring and review

- 6.1 It is proposed that this approach is reviewed by the Remuneration and Nomination Committee in January 2022.

7. Development, consultation, and decision trail

- 7.1 The issue was last considered by the Committee in July 2020 where it was agreed a fuller review would be conducted as part of the Board Effectiveness Review recommendations.

8. Next steps and communications

- 8.1 If the recommendation is agreed this will be noted in the Annual Report.

Appendices

None

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