

Title of paper:	Report of the Remuneration and Nominations Committee	
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Date of paper:	17 th September 2015	
Exec Lead:	Matthew Knight, Chief Financial Officer	
Meeting name and date:	Governing Body 25 th September 2015	
Agenda item & attachment number:	Agenda Item 21 Attachment 15	
Attachments – please list or state “none”	None	
Purpose of Paper (tick one only):		
For information only (to note)		<input checked="" type="checkbox"/>
Requires discussion and Feedback		<input type="checkbox"/>
For decision		<input type="checkbox"/>

Executive Summary:

The Committee met for the first time in six months on the 11th September. The new Chairman is the lay member for Governance, Jonathan Perkins. Some aspects of remuneration were discussed and are confidential. Other items are as follows.

- The arrangements for the interview panel for the Governing Body nurse were agreed.
- Policies and procedures were discussed at length and it was agreed that interim capacity should be bought in to progress a number of policies that had been difficult to move on due to capacity reasons.
- The Organisational Development and Capacity plan was discussed and it was noted that the CCG aimed to produce a high performance culture. The governing body reviews were key to this work.
- The arrangements for the appointment of a Turnaround Director were noted. NHS England are leading on this work.
- The issues (outlined in the Chief Officer's report) relating to management of potential conflict of interest, particularly for the medicines management team, were discussed and the actions taken by the Executive were felt to be appropriate and proportionate.
- The HR dashboard was reviewed and remedial action for addressing higher than benchmark levels of sickness outlined.
- It was agreed there would be a stronger focus on risk management at future meetings.
- The need for better training and induction aligned to the organisation's objectives was noted.

It was agreed that a further meeting would be needed during Quarter 3.

Compliance section

Please identify any significant issues relating to the following areas. Do not leave any boxes blank – if there are no compliance issues please state “no known issues”.

Risk Register and Assurance Framework	As above, this will be a higher priority in future meetings.
Patient and Public Engagement	No specific issues

Patient Safety & Quality	No specific issues other than noting as above that the appointment of the Governing Body nurse is key to this area.
Financial implications	Sickness levels represent a loss to the organisation and mitigating action is planned.
Conflicts of interest	As above in relation to medicines management. Policies and procedures have been substantially enhanced.
Information Governance	No specific issues
Equality and Diversity	No specific issues
Any other legal or compliance issues not covered above	No specific issues

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