

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

Purpose of paper	To report on the items discussed by the Remuneration Committee for an additional meeting on 24 June 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 Remuneration Committee meeting on 24 June 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 24 June. 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 and Committee Effectiveness

- 3.1. The Committee were updated on the background of the work, that an external review was due in autumn 2018, but due to staff changes was postponed to 2019.
- 3.2. The Committee were informed of the steps taken to procure an external organisation and the plans in place for those carrying out the work to attend Council and Committee meetings to support the evaluation this year. The Committee were told of areas the review would focus on and the proposed plans to feedback to Council and the Executive on an action plan.
- 3.3. The Committee were informed of how many bids were received and that work is underway to analyse and score against the criteria with the CEO and Executive Director, Legal and Governance. Following this exercise, a successful company would be appointed, with work to be carried over the summer period and a report to Council in October.

4. Pension Update

- 4.1. The Committee received an update on the activity around the closure of the DC 2014 Section of the GDC Pension & Life Assurance Plan, and subsequent planned transfer of membership and assets to the GDC Master Trust operated by The Peoples Pension.
- 4.2. The Committee were interested to hear that the consultation went well.

5. Equality, Diversity and Inclusion (EDI) Review

- 5.1. The Committee agreed that the EDI strategy was sound and did not require a re-write at present. There are areas however that could be strengthened.

6. People and Organisational Development (POD) and Workforce Planning

- 6.1. The Committee agreed that the 'Grow our Own' strategy was key and a good approach to take forward.
- 6.2. The Committee were happy to see that the Associates Project was complete but would have liked for the workforce planning pieces to focus more on Associates.
- 6.3. The Committee asked for further information on the POD programme pack including timescales on the pay review.

7. Associates project update

- 7.1. The Committee were informed that the Associates project was closed but was still a continuous part of the wider work in HR. It was confirmed that regular committee updates on the continuous improvement would also be provided through the POD programme pack.

8. Review of Chief Executive's compensation arrangements

- 8.1. The Committee discuss the Chief Executive's compensation arrangements. This discussion was held in a private section.

9. Remuneration for the Executive Management Team (EMT)

- 9.1. The Committee discuss the assessment of performance and salary recommendations for EMT. This discussion was held in a private section.

10. Recommendation

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