

Minutes of Remuneration Committee Meeting held on 27/10/2015

Location	Present	In Attendance
Teleconference Call	Alan Jago – Chair Beatrice Fraenkel Soo Ware	Karen Holmes Marc Stoner

This meeting was held on the telephone

Note	Action
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1. Apologies for Absence

No apologies were received

2. Matters Arising

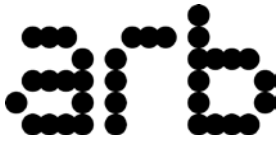
There were no matters arising.

3. Attendance allowance payable to Board, Committee members(non-Board), Panel members and advisors

The Committee considered the attendance allowances currently being offered to Board, Committee members (non-Board), Panel members and advisors.

The Committee discussed the benchmarking data and acknowledged that there were a number of bodies paying higher rates than ARB. It was also noted that most bodies had not increased their rates over the last few years.

The Committee also considered the attraction of the current rates to prospective new members to the Board (both Lay and Elected). The Committee felt that the rate being offered would not necessarily be a deterrent and that the equivalent hourly rate was around £50 per hour. However, it was felt that further consideration should be given to diversity and encouraging applicants from a wide range of backgrounds and circumstances. It was agreed that ARB should explore the possibility of introducing Dependant Carers Allowances to ensure that people with carers' responsibilities are not being deterred from applying to become a Board, Committee, Panel member or advisor.



The Committee also recognised that Board / Councils can work very differently across organisations and stressed the importance of ensuring that ARB is benchmarked against organisations with similar Board / Council makeup, roles and responsibilities. This will be taken account of when reported to the Board at its November meeting.

The Committee discussed the Periodic Review and that the fact that outcome was still unknown. The Committee unanimously felt that no change should be made to the attendance allowance rate until the outcome is known. At that point, the role should be defined and benchmarked independently.

The Committee did consider increasing the rate back to £275, but agreed that the current travel and subsistence allowances remain the same as 2015 and be reviewed once the Periodic Review is concluded.

The Committee agreed to recommend to the Board that:

There should be no change to the attendance allowances and reading time paid to Board, Committee members (non- Board), Panel members and Advisors, pending the outcome of the Periodic Review.

That all travel and subsistence allowances remain the same for 2016.

Once the outcome of the Periodic Review is known, if appropriate, a pay and job specification review be undertaken for all ARB roles (non – staff), including exploration in to the possiblity of introducing Dependant Carers Allowances to ensure ARB attracts a diverse range of skills as possible.

5. AOB

None.

6. Date of Next Meeting

24 November 2015.