



Remuneration & Terms of Service Committee (R&TS)

Minutes of the Meeting Held in public on
29.8.19 in Carlton Court

Present:		
Mr M Polin Mrs MW Jones Mrs J Hughes Mr M Hughes	Chair Independent Member and Health Board Vice Chair Independent Member Independent Member	
In Attendance:		
Mr G Doherty Mrs S Green Mrs L Jones Mr G Evans	Chief Executive Executive Director of Workforce & Organisational Development (OD) Assistant Director, Corporate Governance Representing Mr Adrian Thomas (part meeting)	
Agenda Item		Action
R19.62 Apologies		
None.		
R19.63 Declarations of interest		
None.		
R19.64 Draft minutes of previous meeting 13.5.19		
The minutes were approved as an accurate record.		
R19.65 Summary action log for discussion		
There were no open actions on the log.		
R19.66 Summary of in committee matters discussed at previous meeting		
It was noted that Executive remuneration, realignment of responsibilities for turnaround & service productivity improvement and managed practices terms and conditions of employment had been considered at the previous in committee meeting.		
R19.67 Audit Committee feedback on the R&TS Committee Annual Report		
Feedback from the Audit Committee was noted, as well as subsequent amendments to the Committee's terms of reference to refer to Trade Union partners and		

<p>revalidation. The amendments had already been approved by the Board on 25.7.19. The Chair and Chief Executive had discussed the matter of objectives for Very Senior Managers (VSMs). They had agreed that whilst there was no requirement for specific comments on individuals, the R&TS Committee should be sighted on the objectives set and would wish to be assured that performance arrangements are in place. The Committee agreed to amend the second and third bullet points in section 3.1.1 of the terms of reference, to read <i>'be sighted on the objectives set by the Chief Executive for his immediate team, confirm that all Directors have had objectives set, and that appropriate and timely performance reviews have taken place'</i>. The Chief Executive clarified that the 'other senior staff' referred to in the first bullet point of section 2.1 covered his Director level direct reports only.</p>	<p>LJ</p>
<p>R19.68 Health Care Professions Council (HCPC) and General Pharmaceutical Council Wales (GPhC) Professional Registration Report 18/19</p> <p>Mr G Evans attended to present this report, which was noted. Mr Evans was thanked for attending and he left the meeting.</p>	
<p>R19.69 General Medical Council (GMC) Revalidation Update 2019</p> <p>The Committee noted a version of the update report produced for the R&TS Committee and another version already submitted to Welsh Government with the Chief Executive's approval, together with an action plan. A query was raised regarding information relating to graph 3, highlighting the fact that 45% of revalidation deferrals were in fact avoidable. It was felt that the pie chart provided was unclear. The Executive Director of Workforce & OD agreed to feed back to the revalidation team on these issues. She stated that in future, there would be better linkage between appraisals and job planning, as the two had come to be seen as entirely separate and this needed to change. The Chief Executive commented that the expectation was to reduce to single figures the number of doctors not submitting the required information for their revalidation. Discussion ensued regarding a GMC issue, Healthcare Inspectorate Wales enhanced monitoring and issues relating to postgraduate education provision. The recommendations detailed in the coversheet were approved.</p>	<p>SG</p>
<p>R19.70 Review Body on Doctors' & Dentists Remuneration Report</p> <p>This national report was received for information and noted. The Executive Director of Workforce & OD advised that the outcomes of the review would now be incorporated into the national negotiations led by Welsh Government.</p>	
<p>R19.71 Issues of significance to inform the Chair's report to the Board</p> <p>It was agreed that the key items of business discussed would be reported to the Board.</p>	
<p>R19.72 Any other business</p> <p>None raised.</p>	

R19.73 Date of next meeting 4.11.19.	
R19.74 Resolution to exclude the Press and Public It was resolved to move to private session for the in committee section of the agenda.	

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