

MINUTES OF A MEETING OF THE NHS IMPROVEMENT NOMINATIONS AND REMUNERATION COMMITTEE HELD ON 22 NOVEMBER 2018 AT 11.00am AT WELLINGTON HOUSE, 133-135 WATERLOO ROAD, LONDON, SE1 8UG

Present:

Laura Wade-Gery, Non-Executive Director (Chair)
Professor Dame Glynis Breakwell, Non-Executive Director

In attendance:

Helen Bullers, Director of People and Organisational Development (NHS England)
[REDACTED] Head of Governance
Ian Dalton, Chief Executive Officer (until item 4)
Kate Moore, General Counsel and Interim Head of HR

1. Welcome and apologies

1.1 Apologies had been received from Lord Patrick Carter (Non-Executive Director).

2. Declarations of interest

2.1 It was noted that Kate Moore (General Counsel and Interim Head of HR) was part of NHS Improvement's Executive and Senior Management (ESM) group and therefore had an interest in the agenda item on the ESM pay award.

2.2 It was noted that [REDACTED] (Head of Governance) was a member of non-ESM Monitor staff and therefore had an interest in the agenda items on the non-ESM Monitor pay award and the Monitor pay review.

3. [REDACTED]

3.1 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

3.2 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

3.3 [Redacted]

3.4 [Redacted]

3.5 [Redacted]

3.6 [Redacted]

RESOLVED:

3.7 [Redacted]

3.8 [Redacted]

4. [Redacted]

4.1 [Redacted]

4.2 [Redacted]

4.3 [Redacted]

4.4 [Redacted]

4.5 [Redacted]

4.6 [Redacted]

4.7 [Redacted]

RESOLVED:

4.8 [Redacted]

5. Annual pay uplift: non-ESM Monitor staff (NRC/18/04)

5.1 The Committee received a paper which recommended that the Committee support a 1.5% consolidated salary uplift to all non-ESM staff on Monitor terms and conditions.

5.2 [REDACTED]

RESOLVED:

5.3 The Committee resolved to approve the recommendations in the paper and support a 1.5% consolidated salary uplift to all non-ESM staff on Monitor terms and conditions backdated to 1 April 2018.

6. Annual pay uplift: ESM staff (NRC/18/05)

6.1 The Committee received a paper setting out the proposed approach to three of the Department of Health and Social Care (DHSC)'s recommendations for staff covered by the ESM Pay Framework. A detailed overview of the proposals was provided.

6.2 [REDACTED]

ACTION: KM

RESOLVED:

6.3 The Committee resolved to approve the recommendations in the paper which were to:

6.3.1 agree a 1% average consolidated pay award of £1,114 for eligible, full time ESMs (that is, in post as at 1 April 2018, with satisfactory performance in 2017/18 and who are not being paid above the operational maximum for their grade);

6.3.2 agree a pro-rata award per the preceding paragraph for eligible, part-time ESMs, and

6.3.3 seek approval from DHSC to award a 1% consolidated pay uplift to ESMs who are currently paid above the operational maximum of their grade.

7. Individual case (NRC/18/06)

7.1 [REDACTED]

7.2 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

RESOLVED:

7.3 [REDACTED]
[REDACTED]

8. Any other business

8.1 There was no other business.

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