Council meeting 11 April 2013

Public business

Council members’ remuneration

Purpose
To consider the Remuneration Committee’s recommendations on the remuneration of the Chair and members of the Council and the Chairs of the Audit & Risk and Remuneration Committees.

Recommendations

The Council is asked to agree the following recommendations from the Remuneration Committee:

i) No change to the remuneration rates for the Chair and Members of the GPhC’s Council; and

ii) No change to the discretionary payments for the Chairs of the Audit & Risk and Remuneration Committees

1.0 Introduction

1.1 The Remuneration Committee’s remit includes advising the Council on remuneration for Council members, including the Chair. The Committee reviews Council remuneration annually in September, for consideration by the Council in November. However, at its meeting in September 2012 the Remuneration Committee chose to postpone the review of remuneration rates for the Chair and Members of the GPhC Council to February 2013.
1.2 The decision to postpone the review was taken following a lengthy debate taking into consideration a number of factors. In conclusion the Committee felt it would be appropriate to undertake the review in February 2013 following close of the Council member appointments exercise (to assess whether the existing rate is attracting quality candidates) and with updated benchmarking data.

1.3 The current remuneration for Council Members is set at £12,000 per annum. The current remuneration for the Chair of the Audit & Risk Committee and the Chair of the Remuneration Committee is £2000 per annum.

2.0 Key Considerations

2.1 Detail of the discussion held at the February meeting of the Remuneration Committee can be found in the minutes (item 16 on the agenda).

2.2 In summary the Committee considered updated benchmarking data and the outcome of the Council Member appointments exercise and felt the current rates of remuneration were adequate. The Committee noted that the next review date would be September 2013 and at that date further benchmarking data would be available.

3.0 Equality and diversity implications

3.1 Remuneration should be set at a fair rate. Ensuring a fair rate of remuneration for the contribution of the groups covered by this paper will help ensure that the GPhC promotes equality and diversity.

4.0 Communications implications

4.1 The decisions arising out of this paper will be communicated to those directly affected. The Council’s remuneration including that of the Chair will also be made available on the website.

5.0 Resource implications

5.1 The payment rates referred to above can be covered within the 2013-14 budget.

6.0 Risk implications

6.1 The Remuneration Committee considered the risks for the GPhC when it considered these matters and the Committee’s recommendations have the aim of continuing to attract and retain high quality membership of the Council and its committees and task groups while ensuring value for money.
Recommendations

The Council is asked to agree the following recommendations from the Remuneration Committee:

i) No change to the remuneration rates for the Chair and Members of the GPhC’s Council; and

ii) No change to the discretionary payments for the Chairs of the Audit & Risk and Remuneration Committees

Liz Kay, Chair of the Remuneration Committee

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