

Remuneration and Staff Report

Annex C

REMUNERATION AND STAFF REPORT

This report provides information in relation to Executive Directors' and Independent Members' remuneration, and outlines the arrangements which operate within the Health Board to determine this. It also includes information on staff numbers, composition, sickness absence data, staff policies applied during the year, expenditure on consultancy, off-payroll engagements and exit packages.

1. The Remuneration and Terms of Services Committee

This Committee considers the remuneration and performance of Executive Directors in accordance with the policy detailed below.

The norm is for Executive Directors and very senior managers' salaries (those outside of Agenda for Change) to be uplifted in accordance with the Welsh Government identified normal pay inflation percentage. For 2020/21 there was a pay inflation uplift of 2% for Executive Directors and very senior managers in line with the pay award agreed nationally for NHS staff.

If there were to be an up-lift over and above this level, this would always be agreed as a result of changes in roles and responsibilities and with advice from an independent consultancy with specialist knowledge of job evaluation and executive pay within the NHS. The Remuneration and Terms of Services Committee would receive a detailed report in respect of issues to be considered in relation to any uplift to Executive Directors salaries (including advice from the Welsh Government) and having considered all the advice and issues put before them, would report their recommendations to the Health Board for ratification.

The Committee also reviews objectives set for Executive Directors and assesses performance against those objectives when considering recommendations in respect of annual pay uplifts. It should be noted that Executive Directors are not on any form of performance related pay.

The Remuneration and Terms of Services Committee is chaired by the Health Board's Chair, and the membership includes three other Independent Members (Chairs of Board Committees). The Committee meets as often as required to address business and formally reports in writing its recommendations to the Health Board. Meetings are minuted and decisions fully recorded.

The Committee also recommends to the Board annual pay uplifts in respect of Executive Directors and very senior managers in the Health Board who are not within the remit of Agenda for Change. For 2020/21, the only uplifts recommended were an inflationary uplift of 2%.

2. Independent Members' Remuneration

Remuneration for Independent Members is decided by the Welsh Government, who also determine tenure of appointment.

3. Single Remuneration Report

The Single Total Remuneration for each Director and Independent Member for 2020/21 and 2019/20 are shown in the table below. Total remuneration includes salary, non-consolidated performance-related pay and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

The salaries disclosed in the table below reflect new appointments and leavers during the financial years 2020/21 and 2019/20. Whilst the salaries disclosed relate to the period in post during the year, the NHS Pensions Agency is unable to attribute part year pension benefits to post holders and therefore, the full financial year Pension Benefits are shown. It should also be noted that the table below only includes Directors in post at the point that the NHS Pensions Agency provided the pension information to the health board in February 2021.

The value of pension benefits is calculated as follows: (real increase in pension¹ multiplied by 20) plus real increase in lump sum, less contributions made by the individual.

The pension calculation is based on information received from NHS BSA Pensions Agency included in the Disclosure of Senior Managers' Remuneration (Greenbury) 2021 report. Further details on the Single Total Remuneration figure from Cabinet Office can be found at the following Employer Pension Notices website in EPN 571 (2019-20) <https://www.civilservicepensionscheme.org.uk/employers/employer-pension-notices/epn571-resource-accounts-2019-20-disclosure-of-salary-pension-and-compensation-information>

¹ excluding increases due to inflation or any increase or decrease due to a transfer of pension rights

| Names | Titles | 2020/21 | | | | | 2019/20 | | | | |
|------------|---|-------------|--------------|-------------------|--------------------|-------------|-------------|--------------|-------------------|--------------------|-------------|
| | | Salary | Other Remun. | Benefits in Kind | Pension Benefits | Total | Salary | Other Remun. | Benefits in Kind | Pension Benefits | Total |
| | | (£5k Bands) | £5k Bands | (to nearest £100) | (to nearest £1000) | (£5k Bands) | (£5k Bands) | £5k Bands | (to nearest £100) | (to nearest £1000) | (£5k Bands) |
| | | £000 | £000 | £00 | £000 | £000 | £000 | £000 | £00 | £000 | £000 |
| A Davies | Chairman until 30 th June 2019 | | | | | | 15-20 | 0 | 0 | 0 | 15-20 |
| E Woollett | Chair from 1 st April 2020. Interim Chair from 1 st July 2019 to 31 st March 2020. Vice Chair from 1 st April 2019 to 30 th June 2019 | 70-75 | 0 | 0 | 0 | 70-75 | 65-70 | 0 | 0 | 0 | 65-70 |
| M Waygood | Interim Vice Chair from 23 rd July 2019 to 18 th January 2021. Independent Member from 19 th January 2021 to 31 st March 2021 and from 1 st April 2019 to 22 nd July 2019 | 45-50 | 0 | 0 | 0 | 45-50 | 40-45 | 0 | 0 | 0 | 40-45 |
| S Spill | Vice Chair from 15 th December 2020. | 15-20 | 0 | 0 | 0 | 15-20 | | | | | |
| T Myhill | Chief Executive until 31 st December 2020 | 160-165 | 0 | 0 | | 160-165 | 200-205 | 0 | 0 | 64 | 265-270 |
| M Hackett | Chief Executive from 1 st January 2021 | 50-55 | 0 | 0 | | 50-55 | | | | | |

| Names | Titles | 2020/21 | | | | | 2019/20 | | | | |
|-------------|--|--------------------------|------------------------------|---|--|-------------------------|--------------------------|------------------------------|---|--|-------------------------|
| | | Salary (£5k Bands) | Other Remun. £5k Bands | Benefits in Kind (to nearest £100) | Pension Benefits (to nearest £1000) | Total (£5k Bands) | Salary (£5k Bands) | Other Remun. £5k Bands | Benefits in Kind (to nearest £100) | Pension Benefits (to nearest £1000) | Total (£5k Bands) |
| | | £000 | £000 | £00 | £000 | £000 | £000 | £000 | £00 | £000 | £000 |
| C White | Deputy Chief Executive from 4 February 2019. Chief Operating Officer, Director of Therapies and Health Science, Director of Primary, Community and Mental Health Services. | 160-165 | 0 | 0 | 23 | 185-190 | 160-165 | 0 | 0 | 231 | 390-395 |
| L Hamilton | Director of Finance from 1 st April 2019 to 29 th February 2020 | | | | | | 165-170 | 35-40 | 0 | 36 | 235-240 |
| D Griffiths | Interim Director of Finance from 2 nd March 2020 | 140-145 | 0 | 0 | 486 | 630-635 | 10-15 | 0 | 0 | | 10-15 |
| R Evans | Medical Director | 175-180 | 0 | 0 | 140 | 315-320 | 170-175 | 0 | 0 | 133 | 305-310 |
| G Howells | Director of Nursing & Patient Experience until 8 th July 2020 | 40-45 | 0 | 0 | | 40-45 | 130-135 | 0 | 0 | 106 | 235-240 |
| C Williams | Interim Director of Nursing & Patient Experience from 9 th July 2020 | 85-90 | 0 | 0 | | 85-90 | | | | | |

| Names | Titles | 2020/21 | | | | | 2019/20 | | | | |
|---------------------|--|--------------------------|------------------------------|---|--|-------------------------|--------------------------|------------------------------|---|--|-------------------------|
| | | Salary (£5k Bands) | Other Remun. £5k Bands | Benefits in Kind (to nearest £100) | Pension Benefits (to nearest £1000) | Total (£5k Bands) | Salary (£5k Bands) | Other Remun. £5k Bands | Benefits in Kind (to nearest £100) | Pension Benefits (to nearest £1000) | Total (£5k Bands) |
| | | £000 | £000 | £00 | £000 | £000 | £000 | £000 | £00 | £000 | £000 |
| H Robinson | Director of Workforce & OD until 24 th August 2020 | 55-60 | 0 | 0 | | 55-60 | 125-130 | 0 | 0 | 26 | 155-160 |
| K Jones | Interim Director of Workforce & OD from 25 th August 2020 | 75-80 | 0 | 0 | 144 | 220-225 | | | | | |
| S Husbands | Director of Public Health from 1 st April 2019 to 13 th October 2019 | | | | | | 70-75 | 0 | 0 | | 70-75 |
| K Reid | Interim Director of Public Health from 13 th October 2019 until 29 th February 2020. Director of Public Health from 1 st March 2020 | 120-125 | 0 | 0 | 67 | 190-195 | 50-55 | 0 | 0 | 26 | 75-80 |
| S. Harrop-Griffiths | Director of Strategy | 125-130 | 0 | 56 | 88 | 220-225 | 125-130 | 0 | 56 | 37 | 170-175 |
| P Wenger | Director of Corporate Governance/Board Secretary | 105-110 | 0 | 0 | 85 | 190-195 | 105-110 | 0 | 0 | 30 | 130-135 |
| M Berry | Independent Member | 15-20 | 0 | 0 | 0 | 15-20 | 15-20 | 0 | 0 | 0 | 15-20 |

| Names | Titles | 2020/21 | | | | | 2019/20 | | | | |
|----------|---|--------------------------|------------------------------|---|--|-------------------------|--------------------------|------------------------------|---|--|-------------------------|
| | | Salary (£5k Bands) | Other Remun. £5k Bands | Benefits in Kind (to nearest £100) | Pension Benefits (to nearest £1000) | Total (£5k Bands) | Salary (£5k Bands) | Other Remun. £5k Bands | Benefits in Kind (to nearest £100) | Pension Benefits (to nearest £1000) | Total (£5k Bands) |
| | | £000 | £000 | £00 | £000 | £000 | £000 | £000 | £00 | £000 | £000 |
| M Sollis | Independent Member | 15-20 | 0 | 0 | 0 | 15-20 | 15-20 | 0 | 0 | 0 | 15-20 |
| T Crick | Independent Member | 15-20 | 0 | 0 | 0 | 15-20 | 15-20 | 0 | 0 | 0 | 15-20 |
| M Child | Independent Member | 15-20 | 0 | 0 | 0 | 15-20 | 15-20 | 0 | 0 | 0 | 15-20 |
| R Owen | Independent Member | 15-20 | 0 | 0 | 0 | 15-20 | 15-20 | 0 | 0 | 0 | 15-20 |
| N Zolle | Independent Member from 9 th October 2019 | 15-20 | 0 | 0 | 0 | 15-20 | 5-10 | 0 | 0 | 0 | 5-10 |
| K Lloyd | Independent Member | 0 | 0 | 0 | 0 | 0 | | | | | |
| J Hopkin | Independent Member until 11 th November 2019 | | | | | 0 | 0 | 0 | 0 | 0 | 0 |
| J Davies | Independent Member | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

The following notes provide explanations for either no salary or changes in salary or post between the financial the years:

- C White was appointed as Deputy Chief Executive with effect from 4th February 2019. Included within the salary for C White in 2019/20 is pay arrears of £5-£10k relating to the 2018-19 financial year. Actual salary for the post in 2019/20 was in the range £155-£160k.

- L Hamilton, Director of Finance left the health board on 29th February 2020. In line with the settlement agreement for her departure, the salary reported for 2019/20 within the table above represents a payment for untaken annual leave of £2,992.93, an ex-gratia payment for termination of employment of £35,464.64 and a payment of £35,464.64 in respect of her contractual entitlement to payment in lieu of notice. The ex-gratia payment is disclosed as other remuneration.
- K Lloyd has declined remuneration for his post as an Independent Member
- J Hopkin, Independent Member, declined remuneration for his post during the period that he was an Independent Member.
- J Davies is a full time employee of the Health Board and as such, has not received the remuneration that is normally paid to an Independent Member.

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce. The highest paid director in the LHB in 2020/21 as in 2019/20 was the Chief Executive. The banded remuneration of the highest-paid director in the LHB in the financial year 2019/20 was £210,000 - £215,000 (2019/20, £200,000 - £205,000). This was 7.7 times (2019/20, 6.8) the median remuneration of the workforce, which was £27,761 (2019/20, £29,881).

In 2020/21, 0 (2019/20, 5) employees received remuneration in excess of the highest-paid director. The remuneration for those 5 employees in 2019-20 included payments in respect of waiting list initiatives undertaken in addition to their normal salary. Remuneration for staff ranged from £18,005 to £214,938 (2019/20 £17,652 to £249,523).

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions. Benefits in kind relate to benefits derived from the provision of a leased car.

The employees who received remuneration in excess of the highest paid director in 2019/20 were all medical staff. None of these staff are related to the Chair, Executive Directors or Independent Members.

4. Directors Pension Benefits

The NHS scheme requires that employees pay from 5% up to 14.5%, on a tiered scale, of their earnings, into the NHS Pension Scheme, with the employer contributing 20.68%. The employer's contribution to the NHS Pension Scheme is excluded from the salary figures shown below for Executive Directors.

Cash Equivalent Transfer Value

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capital value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures and the other pension details include the value of any pension benefits in another scheme or arrangement which the individual has transferred to the NHS pension scheme. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.

Real Increase in CETV

This reflects the increase in CETV effectively funded by the employer. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another scheme or arrangement) and uses common market valuation factors for the start and end of the period

The disclosures in the table below do not apply to independent members as they are not members of the NHS Pension Scheme and do not receive pensionable remuneration. It should be noted that the table below only includes Directors in post at the point that the NHS Pensions Agency provided the relevant information on pensions for staff, this being February 2021.

| Name | Title | Real Increase/ (Decrease) in Pension @ Age 60 (bands of £2,500) £000 | Real Increase/ (Decrease) in Pension Lump Sum @ Age 60 (bands of £2,500) £000 | Total accrued Pension at age 60 at 31 March 2021 (bands of £5,000) £000 | Lump Sum at age 60 related to accrued Pension at 31 March 2021 (bands of £5,000) £000 | Cash Equiv. Transfer Value at 31/03/2021 £000 | Cash Equiv. Transfer Value at 31/03/2020 £000 | Real increase in Cash Equiv. Transfer Value £000 | Employer's contrib. to stake-holder pension £000 |
|------------------------|---|--|---|--|--|--|---|--|--|
| D Griffiths | Interim Director of Finance from 2 nd March 2020 | 20-22.5 | 57.5-60 | 55-60 | 145-150 | 1,068 | 629 | 435 | 0 |
| C White | Deputy Chief Executive, Chief Operating Officer, Director of Therapies and Health Science, Director of Primary, Community and Mental Health Services. | 0-2.5 | 0-(2.5) | 70-75 | 210-215 | 1,741 | 1,661 | 71 | 0 |
| K Reid | Director of Public Health | 2.5-5 | 0-2.5 | 20-25 | 45-50 | 420 | 351 | 68 | 0 |
| S Harrop- Griffiths | Director of Strategy | 5-7.5 | 0-(2.5) | 55-60 | 120-125 | 1,088 | 987 | 96 | 0 |
| R Evans | Medical Director | 7.5-10 | 0-2.5 | 60-65 | 135-140 | 1,211 | 1,064 | 142 | 0 |

| Name | Title | Real Increase/ (Decrease) in Pension @ Age 60 (bands of £2,500) £000 | Real Increase/ (Decrease) in Pension Lump Sum @ Age 60 (bands of £2,500) £000 | Total accrued Pension at age 60 at 31 March 2021 (bands of £5,000) £000 | Lump Sum at age 60 related to accrued Pension at 31 March 2021 (bands of £5,000) £000 | Cash Equiv. Transfer Value at 31/03/2021 £000 | Cash Equiv. Transfer Value at 31/03/2020 £000 | Real increase in Cash Equiv. Transfer Value £000 | Employer's contrib. to stake-holder pension £000 |
|----------|---|--|---|--|--|--|---|--|--|
| K Jones | Interim Director of Workforce & OD | 5-7.5 | 12.5-15 | 25-30 | 60-65 | 579 | 426 | 151 | 0 |
| P Wenger | Director of Corporate Governance/Board Secretary | 2.5-5 | 0-2.5 | 40-45 | 90-95 | 766 | 680 | 83 | 0 |

- M Hackett, Chief Executive and C Williams, Interim Director of Nursing and Patient Experience chose not to be covered by the NHS Pension Arrangements during 2020-21.

5. Contracts of employment

With the exception of the Chief Operating Officer and Deputy Chief Executive, (C White) who was on secondment from his permanent contract at Cwm Taf Health Board until 31st March 2020, all Executive Directors are on permanent Contracts of Employment with Swansea Bay University Local Health Board. Executive Directors are required to give the Health Board three months notice and are eligible to receive three months notice from the Health Board. The policy on duration of contracts, notice period and termination periods is that set by the Welsh Government.

The only provisions for early termination are as allowed by the NHS Pension Scheme (compensation for premature retirement) regulations. In all other cases of early termination this will be as detailed in individuals' contract of employment.

6. Other information

There are no local pay bargaining initiatives within the Health Board. No payments have been made for Professional Indemnity Insurance for any Officer or Director.

7. Staff Report Section

This section of the report includes information on staff numbers, composition, sickness absence data, staff policies applied during the year, expenditure on consultancy, off-payroll engagements and exit packages.

7.1 Staff Numbers and Composition

The average number of employees by staff group for 2020/21 is set out in the table below, along with the comparison for 2019/20. The average is calculated as the whole time equivalent number of employees under contract of service at the end of each calendar month in the financial year, divided by the number of months in the financial year. The numbers for 2018/19 represent the staff employed within the former Abertawe Bro Morgannwg University Health Board, which was succeeded on 1st April 2019 by Swansea Bay University Health Board under statutory instrument 2019 No.349 (W.83), the Local Health Boards (Area Change) (Wales) (Miscellaneous Amendment) Order 2019. This statutory instrument transferred the principal local government area of Bridgend from Abertawe Bro Morgannwg University Local Health Board to Cwm Taf University Local Health Board, and created Swansea Bay University Local Health Board which is responsible for the provision of healthcare services for the populations falling under the local government areas of Swansea and Neath Port Talbot.

As a result of this change, staff previously employed by Abertawe Bro Morgannwg University Health Board to provide services to the population falling under the local government area of Bridgend transferred to Cwm Taf Morgannwg University Health Board under the Transfer of Undertakings (protection of Employment) Regulations (TUPE) resulting in the reduction in the number of staff employed by Swansea Bay University Health Board as shown in the table below.

| Staff Group | Permanent Staff | Agency Staff | Staff on Inward Secondment | Specialist Trainees (SLE) | Collaborative Bank | Other | Total 2020/21 | Total 2019/20 |
|--|-----------------|--------------|----------------------------|---------------------------|--------------------|-----------|---------------|---------------|
| Administration, Clerical & Board Members | 2,158 | 24 | 14 | 0 | 0 | 0 | 2,196 | 2,157 |
| Medical & Dental | 1,025 | 41 | 3 | 73 | 0 | 43 | 1,185 | 1,088 |
| Nursing, Midwifery registered | 3,533 | 184 | 2 | 0 | 5 | 0 | 3,724 | 3,620 |
| Professional, Scientific & technical staff | 383 | 0 | 1 | 0 | 0 | 0 | 384 | 360 |
| Additional Clinical Services | 2,373 | 4 | 0 | 0 | 0 | 0 | 2,377 | 2,322 |
| Allied Health Professions | 788 | 4 | 1 | 0 | 0 | 0 | 793 | 776 |
| Healthcare Scientists | 305 | 5 | 0 | 0 | 0 | 0 | 310 | 303 |
| Estates and Ancillary | 1,070 | 33 | 0 | 0 | 0 | 0 | 1,103 | 1,057 |
| Students | 110 | 0 | 0 | 0 | 0 | 0 | 110 | 2 |
| Totals | 11,746 | 295 | 21 | 73 | 5 | 43 | 12,182 | 14,438 |

Staff included as Specialist Trainees (SLE) in the table above are Medical, Dental and GP Trainees employed under the Single Lead Employer Arrangement by Velindre NHS Trust but who are placed for their training within the Health Board. Prior to August 2020 these trainees were directly employed by the Health Board and as such would have been classified as permanent staff.

Staff included as Collaborative Bank staff in the table above are also directly employed by Velindre NHS Trust and provide bank nurse cover across Wales. Currently only Swansea Bay University Health Board and Cwm Taf Morgannwg Health Board are members of the Collaborative Bank Scheme.

Staff listed under the other column in the table above are temporary staff sourced through the MEDACS managed service contract. These staff are paid through the NHS payroll.

As at 31st March 2021, the Health Board has 13,499 employees, of which 8 are Executive Directors. Of these staff, 3,069 are male, including 6 Executive Directors, and 10,430 are female, including 2 female Executive Directors.

There are also 9 Independent Members, of which 5 are male and 4 are female.

7.2 Sickness Absence Data

| | 2020/21 | 2019/20 |
|--|---------|------------|
| Total days lost | | 260,356.78 |
| Short Term Sickness (27 days or less) | | 75,095.71 |
| Long Term Sickness (28 days or more) | | 185,261.07 |
| Total staff years | | 11,321.07 |
| Average working days lost | | 14 |
| Total staff employed in period (headcount) | | 12,902 |
| Total staff employed in period with no absence (headcount) | | 4,771 |
| Percentage staff with no sick leave | | 36.30% |

7.3 Staff Policies applied during the year:

The staff policy on equality was applied during the year to address the following:

- For giving full and fair consideration to applications for employment by the Health Board made by disabled persons, having regard to their particular aptitudes and abilities.
- For continuing the employment of, and for arranging appropriate training for, employees of the Health board who have become disabled persons during the period when they were employed by the Health Board.
- Otherwise for the training, career development and promotion of disabled persons employed by the Health Board.

7.4 Expenditure on Consultancy

As disclosed in Note 3.3 of the Health Board's Accounts, the Health Board incurred expenditure of £0.368m on Consultancy Services in 2020/21, (£0.349m in 2019-20). Expenditure on Consultancy Services is incurred when outside expertise is required by the Health Board to support the Health Board in managing its services and functions on a day to day basis. Such examples include:

- Management Consultancy to support performance improvement schemes such as the major trauma network and outpatients modernisation schemes.
- Management Consultancy to support the Health Board with staffing and other operational management issues.
- External advice and support to the Health Board in implementing staff development and training programmes.

7.5 Off-payroll Engagements

Table 1: For all off-payroll engagements as of 31 March 2021, for more than £245 per day and that last for longer than six months

| | |
|---|---|
| Number of existing engagements as of 31 March 2021 | 0 |
| Of which... | |
| Number that have existed for less than one year at time of reporting. | 0 |
| Number that have existed for between one and two years at time of reporting. | 0 |
| Number that have existed for between two and three years at time of reporting. | 0 |
| Number that have existed for between three and four years at time of reporting. | 0 |
| Number that have existed for four or more years at time of reporting. | 0 |

Table 2: For all new off-payroll engagements, or those that reached six months in duration, between 1 April 2020 and 31 March 2021, for more than £245 per day and that last for longer than six months

| | |
|--|---|
| Number of new engagements, or those that reached six months in duration, between 1 April 2020 and 31 March 2021 | 0 |
| Number of these engagements which were assessed as caught by IR35 | 0 |
| Number of these engagements which were assessed as not caught by IR35 | 0 |
| Number of these engagements that were engaged directly (via PSC contracted to department) and are on the departmental payroll; | 0 |

| | |
|---|---|
| Number of these engagements that were reassessed for consistency/assurance purposes during the year whom assurance has been requested but not received; | 0 |
| Number that saw a change to IR35 status following the consistency review. | 0 |

Table 3: For any off-payroll engagements of board members, and/or, senior officials with significant financial responsibility, between 1 April 2020 and 31 March 2021

| | |
|---|----------------|
| Number of off-payroll engagements of board members, and/or, senior officials with significant financial responsibility, during the financial year. | 0 |
| Details of the exceptional circumstances that led to each of these engagements. | Not Applicable |
| Details of the length of time each of these exceptional engagements lasted | Not Applicable |
| Total number of individuals both on and off-payroll that have been deemed “board members and/or senior officials with significant financial responsibility”, during the financial year. This figure includes engagements which are ON PAYROLL as well as those off-payroll. | 0 |

There were 0 off payroll engagements in place at the start of the 2020/21 financial year. There have been no new off payroll engagements during the year.

7.6 Exit packages

The figures disclosed relate to exit packages agreed in the year. The actual date of departure might be in a subsequent period, and the expense in relation to the departure costs may have been accrued in a previous period. The data here is therefore presented on a different basis to other staff costs and expenditure noted in the Health Board's Annual Accounts.

| | 2020-21 | | | | 2019-20 |
|--|--|---------------------------------------|--|---|--|
| <u>Staff Numbers</u> | | | | | |
| Exit packages cost band (including any special payment element) | Number of compulsory redundancies | Number of other departures | Total number of exit packages | Number of departures where special payments have been made | Total number of exit packages |
| less than £10,000 | 0 | 0 | 0 | 0 | 0 |
| £10,000 to £25,000 | 0 | 0 | 0 | 0 | 0 |
| £25,000 to £50,000 | 0 | 0 | 0 | 0 | 0 |
| £50,000 to £100,000 | 0 | 0 | 0 | 0 | 1 |
| £100,000 to £150,000 | 0 | 0 | 0 | 0 | 0 |
| £150,000 to £200,000 | 0 | 0 | 0 | 0 | 0 |
| more than £200,000 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 1 |
| <u>Exit Packages Costs</u> | | | | | |
| Exit packages cost band (including any special payment element) | Cost of compulsory redundancies | Cost of other departures | Total cost of exit packages | Cost of special element included in exit packages | Total cost of exit packages |
| | £ | £ | £ | £ | £' |

| | 2020-21 | | | | 2019-20 |
|----------------------|----------|----------|----------|----------|---------------|
| less than £10,000 | 0 | 0 | 0 | 0 | 0 |
| £10,000 to £25,000 | 0 | 0 | 0 | 0 | 0 |
| £25,000 to £50,000 | 0 | 0 | 0 | 0 | 0 |
| £50,000 to £100,000 | 0 | 0 | 0 | 0 | 73,922 |
| £100,000 to £150,000 | 0 | 0 | 0 | 0 | 0 |
| £150,000 to £200,000 | 0 | 0 | 0 | 0 | 0 |
| more than £200,000 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 73,922 |

The exit package disclosed above for 2019/20 was paid in April 2020 and related to a payment made to the former Director of Finance who left the Health Board on 29th February 2020. The package comprised payments in lieu of notice, for untaken annual leave and an ex-gratia payment on termination.

Where the LHB has agreed early retirements, the additional costs are met by the LHB and not by the NHS Pensions Scheme. Ill-health retirement costs are met by the NHS Pensions Scheme and are not included in the table.

£0 exit costs were paid in 2020-21, the year of departure (2019-20, £73,922).