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Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>18<sup>th</sup> May 2021</b>	<b>Agenda Item</b>	<b>2.2</b>
<b>Report Title</b>	<b>Draft Remuneration and Staff Report</b>		
<b>Report Author</b>	Andrew Biston, Head of Accounting & Governance		
<b>Report Sponsor</b>	Darren Griffiths, Interim Director of Finance		
<b>Presented by</b>	Darren Griffiths, Interim Director of Finance		
<b>Freedom of Information</b>	Closed		
<b>Purpose of the Report</b>	To provide the Audit Committee with the draft remuneration and staff report for 2020-21 which forms a part of the Accountability Report which is submitted to Welsh Government as an element of the Health Board's Annual Report.		
<b>Key Issues</b>	<p>The 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.</p> <p>At the time of writing this report (4<sup>th</sup> May 2021) the data on sickness absence for the 2020-21 financial year is not yet available. It is anticipated that this information will be available towards the end of week commencing 10<sup>th</sup> May 2021 at which point it will be added to the draft report.</p>		
<b>Specific Action Required</b> <i>(please ✓ one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
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<b>Recommendations</b>	<p>Members are asked to:</p> <ul style="list-style-type: none"> <li>• <b>APPROVE</b> the draft Remuneration and Staff Report for submission to Welsh Government as part of the Health Board's Annual Report for 2020-21.</li> </ul>		

<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives</b> <i>(please choose)</i>	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	Partnerships for Improving Health and Wellbeing	<input type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
<b>Health and Care Standards</b>		
<i>(please choose)</i>	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
<b>Quality, Safety and Patient Experience</b>		
There are no direct quality, safety and patient experience issues associated with this report.		
<b>Financial Implications</b>		
There are no direct financial implications associated with this report.		
<b>Legal Implications (including equality and diversity assessment)</b>		
There are no direct legal implications associated with this report.		
<b>Staffing Implications</b>		
There are no direct staffing implications associated with this report.		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
None		
<b>Report History</b>	This is an annual report to the Audit Committee. The previous report was presented to Audit Committee in May 2020.	
<b>Appendices</b>	Appendix A provides the draft Remuneration and Staff Report for 2020-21 which forms part of the Accountability Report Section of the Annual Report.	