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Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>16<sup>th</sup> May 2019</b>	<b>Agenda Item</b>	<b>5c</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>	Lynne Hamilton, Director of Finance		
<b>Presented by</b>	Lynne Hamilton, 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 2018/19 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>	The report provides information in relation to Executive Directors' and Non-officer 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. It must be noted that at the time of preparing the draft report that the final sickness absence figures for 2018/19 are not available. These will be added to the report prior to the final version being prepared.		
<b>Specific Action Required</b> <i>(please ✓ one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
<b>Recommendations</b>	<p>Members are asked to:</p> <p><b>Approve</b></p> <p><b>The draft Remuneration and Staff Report for submission to Welsh Government as part of the Health Board's Annual Report for 2018-19.</b></p>		

## Remuneration and Staff Report

## Annex C

### REMUNERATION AND STAFF REPORT

This report provides information in relation to Executive Directors' and Non-officer 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 2018/19 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 Chairman, and the membership includes three other Non-officer 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 2018/19, the only uplifts recommended were an inflationary uplift of 2%.

## **2. Non-officer Members' Remuneration**

Remuneration for Non-officer Members is decided by the Welsh Government, who also determines tenure of appointment.

## **3. Single Remuneration Report**

The Single Total Remuneration for each Director and Non-officer Member for 2018/19 and 2017/18 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 2018/19 and 2017/18. 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 31<sup>st</sup> March 2019 since the NHS Pensions Agency is unable to provide the relevant information on pensions for staff who have left or are no longer acting as Executive Directors.

The value of pension benefits is calculated as follows: (real increase in pension<sup>1</sup> 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) 2019 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 (2018-19) <https://www.civilservicepensionscheme.org.uk/employers/employer-pension-notice/epn571-resource-accounts-2018-19-disclosure-of-salary-pension-and-compensation-information>

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<sup>1</sup> excluding increases due to inflation or any increase or decrease due to a transfer of pension rights

Names	Titles	2018/19					2017/18				
		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
A Davies	Chairman	65-70	0	0	0	<b>65-70</b>	65-70	0	0	0	<b>65-70</b>
E Woollett	Vice Chairman from 1 <sup>st</sup> October 2017	55-60	0	0	0	<b>55-60</b>	25-30	0	0	0	<b>25-30</b>
C Janczewski	Vice Chairman until 30 <sup>th</sup> September 2017						25-30	0	0	0	<b>25-30</b>
T Myhill	Chief Executive from 1 <sup>st</sup> February 2018	200-205	0	0	99	<b>295-300</b>	30-35	0	0	117	<b>150-155</b>
A Howells	Interim Chief Executive from 1st February 2017 to 31st January 2018. Chief Operating Officer until 31st January 2017						170-175	0	0	0	<b>170-175</b>
C White	Deputy Chief Executive from 4 February 2019. Interim Chief Operating Officer from 1 <sup>st</sup> December 2017	135-140	0	0	73	<b>210-215</b>	45-50	0	0	26	<b>70-75</b>
L Hamilton	Director of Finance from 29 <sup>th</sup> May 2017	135-140	0	0	32	<b>165-170</b>	110-115	0	0	25	<b>140-145</b>

Names	Titles	2018/19					2017/18				
		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
P Gilchrist	Interim Director of Finance from 27 <sup>th</sup> October 2016 until 12 <sup>th</sup> June 2017						25-30	0	0	0	25-30
R Evans	Medical Director from 4 <sup>th</sup> November 2018.	65-70	0	0	90	155-160					
A Roeves	Interim Medical Director from 1 <sup>st</sup> October 2018 to 1 <sup>st</sup> November 2018	10-15	0	0		10-15					
P Mangat	Interim Medical Director from 6 <sup>th</sup> July 2018 to 1 <sup>st</sup> October 2018	35-40	0-5	0		35-40					
H Laing	Medical Director to 31 <sup>st</sup> July 2018	55-60	10-15	0		70-75	175-180	35-40	0		210-215
G Howells	Director of Nursing & Patient Experience from 16 <sup>th</sup> July 2018	90-95	0	0	181	270-275					
A Hopkins	Interim Director of Nursing & Patient Experience from 4 <sup>th</sup> December 2017 to 13 <sup>th</sup> July 2018	80-85	0	0		80-85	80-85	0	0		80-85

Names	Titles	2018/19					2017/18				
		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
R Farelly	Acting Deputy Chief Executive, Acting Chief Operating Officer and Director of Nursing & Patient Experience until 6 <sup>th</sup> December 2017						85-90	0	7	0	85-90
H Robinson	Director of Workforce & OD from 9 <sup>th</sup> April 2018	125-130	0	0	215	340-345					
K Lorenti	Acting Director of Human Resources from 1 <sup>st</sup> October 2016 to 8 <sup>th</sup> April 2018	0-5	0	0		0-5	125-130	0	0	74	195-200
B Edgar	Director of Human Resources until 21 <sup>st</sup> July 2017						90-95	0	0	0	90-95
C Morrell	Director of Therapies & Health Sciences from 6 <sup>th</sup> February 2017 to 1 <sup>st</sup> November 2018	55-60	0	0		55-60	95-100	0	0		95-100
S Husbands	Director of Public Health from 5 <sup>th</sup> June 2017	115-120	0	0	46	165-170	90-95	0	0	155	245-250

Names	Titles	2018/19					2017/18				
		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
S. Harrop-Griffiths	Director of Strategy	125-130	0	50	22	<b>150-155</b>	120-125	0	26	10	<b>135-140</b>
P Wenger	Director of Corporate Governance/Board Secretary from 1 <sup>st</sup> January 2018	100-105	0	0	77	<b>180-185</b>	25-30	0	0	81	<b>105-110</b>
S Combe	Board Secretary until 31 <sup>st</sup> December 2017						75-80	0	0		<b>75-80</b>
M Berry	Non-officer Member	15-20	0	0	0	<b>15-20</b>	15-20	0	0	0	<b>15-20</b>
C Phillips	Non-officer Member to 31 <sup>st</sup> December 2018	10-15	0	0	0	<b>10-15</b>	15-20	0	0	0	<b>15-20</b>
M Sollis	Non-officer Member from 8 <sup>th</sup> June 2017	15-20	0	0	0	<b>15-20</b>	10-15	0	0	0	<b>10-15</b>
M Waygood	Non-officer Member from 1 <sup>st</sup> June 2017	15-20	0	0	0	<b>15-20</b>	5-10	0	0	0	<b>5-10</b>
T Crick	Non-officer Member from 16 <sup>th</sup> October 2017	15-20	0	0	0	<b>15-20</b>	5-10	0	0	0	<b>5-10</b>
M Child	Non-officer Member from 16 <sup>th</sup> October 2017	15-20	0	0	0	<b>15-20</b>	5-10	0	0	0	<b>5-10</b>

Names	Titles	2018/19					2017/18				
		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
R Owen	Non-officer Member from 10 <sup>th</sup> August 2018	10-15	0	0	0	10-15					
R Ciborowski	Non-officer Member from 14 <sup>th</sup> August 2018 to 31 <sup>st</sup> December 2018	5-10	0	0	0	5-10					
J Davies	Non-officer Member	0	0	0	0	0	0	0	0	0	0
P Newman	Non-officer Member until 30 <sup>th</sup> September 2017						5-10	0	0	0	5-10
M Nott	Non-officer Member until 4 <sup>th</sup> May 2017						0-5	0	0	0	0-5
G Richards	Non-officer Member until 30 <sup>th</sup> September 2017						5-10	0	0	0	5-10
D Evans Williams	Non-officer Member until 8 <sup>th</sup> May 2017						0-5	0	0	0	0-5
C Patel	Non-officer Member until 31 <sup>st</sup> March 2018						15-20	0	0	0	15-20

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

- C White commenced as Interim Chief Operating Officer on 1<sup>st</sup> December 2017 on secondment from Cwm Taf Health Board. He was then appointed as Deputy Chief Executive with effect from 4<sup>th</sup> February 2019.
- H Laing, Other Remuneration related to payment of a clinical excellence award.
- A Hopkins commenced as Interim Director of Nursing & Patient Experience on 4<sup>th</sup> December 2017 and left the role on 13<sup>th</sup> July 2018. She was engaged via a Personal Services Contract (PSC), with the arrangement falling within the remit of the IR35 regulations.
- R Farrelly, Director of Nursing & Patient Experience was also Acting Deputy Chief Executive and Acting Chief Operating Officer from 20<sup>th</sup> March 2017 until 6<sup>th</sup> December 2017. No additional remuneration was accepted for these additional responsibilities.
- B Edgar, Director of Human Resources was seconded to NWSSP from 16<sup>th</sup> January 2017 until departure on 21<sup>st</sup> July 2017. In line with the settlement agreement for her departure, the salary reported within the table above represents a repayment for over taken annual leave of £2,359.50, an ex-gratia payment for termination of employment of £63,125 and a payment of £31,562.50 in respect of her contractual entitlement to payment in lieu of notice.
- M Waygood, Non Officer Member, commenced on 1<sup>st</sup> June 2017 but did not take any remuneration until 1<sup>st</sup> October 2017
- J Davies is a full time employees of the Health Board and as such, has not received the remuneration that is normally paid to a Non-officer Member.
- C Morrell stood down from the role of Director of Therapies and Health Science on 1<sup>st</sup> November 2018 at which point the role ceased to be an Executive Director Tole within the Health Board. The Therapies and Health Science portfolio now forms part of the role of the Chief Operating Officer.

The former Director of Human Resources left the Health Board on 21<sup>st</sup> July 2017 receiving payments in line with the Settlement Agreement. These payments (excluding the payment for accrued but untaken annual leave and over taken annual leave respectively)) are disclosed in this report, and in full within the prior year figures in the Annual Accounts within Note 3.3 (Expenditure on Hospital and Community Services) and also within Note 5.5 (Reporting of other compensation schemes – exit packages).

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 banded remuneration of the highest-paid director in the LHB in the financial year 2018/19 was £200,000 - £205,000 (2017/18, £210,000 - £215,000). This was 7.0 times (2017/18, 7.4) the median remuneration of the workforce, which was £28,840 (2017/18, £28,667).

The highest paid director in the LHB in 2018/19 was the Chief Executive (In 2017/18, the highest paid director in the LHB was the Medical Director, who was in receipt of a Clinical Excellence Award, the value of which when added to the remuneration as Medical Director resulted in the Medical Director becoming the highest-paid director).

The banded remuneration of the Chief Executive in the LHB in the financial year 2018/19 was £200,000 - £205,000 (2017/18, £200,000 - £205,000). This was 7.0 times (2016/17, 7.1) the median remuneration of the workforce, which was £28,840 (2017/18, £28,667).

In 2018/19, 11 (2017/18, 2 ) employees received remuneration in excess of the highest-paid director. The remuneration for these 11 employees includes payments in respect of waiting list initiatives undertaken in addition to their normal salary. Remuneration for staff ranged from £17,460 to £245,038 (2017/18 £16,523 to £222,051).

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 2018/19 were all medical staff as in 2017/18. None of these staff are related to the Chairman, Executive Directors or Non-officer 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 14.38%. 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 non-officer 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 31<sup>st</sup> March 2019 since the NHS Pensions Agency is unable to provide the relevant information on pensions for staff who have left or are no longer acting as Executive Directors.

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 2019  (bands of £5,000)  £000	Lump Sum at age 60 related to accrued Pension at 31 March 2019  (bands of £5,000)  £000	Cash Equiv. Transfer Value at 31/03/2019  £000	Cash Equiv. Transfer Value at 31/03/2018  £000	Real increase in Cash Equiv. Transfer Value  £000	Employer's contrib. to stake-holder pension  £000
T Myhill	Chief Executive	5-7.5	15-17.5	70-75	190-195	1,480	1,178	274	0
L Hamilton	Director of Finance	2.5-5		0-5		66	25	40	0
C White	Deputy Chief Executive and Interim Chief Operating Officer	2.5-5	12.5-15	55-60	175-180	1,344	1,104	214	0
S Husbands	Director of Public Health	2.5-5	7.5-10	35-40	105-110	801	651	135	0
S Harrop- Griffiths	Director of Strategy	0-2.5	(0-2.5)	45-50	115-120	951	801	130	0
R Evans	Medical Director	5-7.5	5-7.5	50-55	115-120	950	750	182	0
G Howells	Director of Nursing & Patient Experience	7.5-10	25-27.5	50-55	160-165	1,194	882	290	0
H Robinson	Director of Human Resources	10-12.5	30-32.5	35-40	110-115	867	560	294	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 2019  (bands of £5,000)  £000	Lump Sum at age 60 related to accrued Pension at 31 March 2019  (bands of £5,000)  £000	Cash Equiv. Transfer Value at 31/03/2019  £000	Cash Equiv. Transfer Value at 31/03/2018  £000	Real increase in Cash Equiv. Transfer Value  £000	Employer's contrib. to stake-holder pension  £000
P Wenger	Director of Corporate Governance/Board Secretary	2.5-5	5-7.5	35-40	85-90	655	504	139	0

- L Hamilton has no lump sum as she is not a member of the 1995 NHS Pension Scheme. She is a member of the 2015 NHS Pension Scheme where no lump sum is payable.

## 5. Contracts of employment

With the exception of the Interim Chief Operating Officer and Deputy Chief Executive, (C White) who is on secondment from his permanent contract at Cwm Taf Health Board, all Executive Directors are on permanent Contracts of Employment with Abertawe Bro Morgannwg University 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 2018/19 is set out in the table below, along with the comparison for 2017/18. 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.

Staff Group	Permanent Staff	Agency Staff	Staff on Inward Secondment	Total 2018/19	Total 2017/18
Administration, Clerical & Board Members	2,490	34	11	2,535	2,501
Medical & Dental	1,355	37	0	1,392	1,386
Nursing, Midwifery registered	4,480	156	0	4,636	4,567

Staff Group	Permanent Staff	Agency Staff	Staff on Inward Secondment	Total 2018/19	Total 2017/18
Professional, Scientific & technical staff	448	0	0	448	439
Additional Clinical Services	2,744	23	0	2,767	2,798
Allied Health Professions	909	12	0	921	907
Healthcare Scientists	323	1	0	324	328
Estates and Ancillary	1,390	20	0	1,410	1,419
Students	5	0	0	5	9
<b>Totals</b>	<b>14,144</b>	<b>283</b>	<b>11</b>	<b>14,438</b>	<b>14,354</b>

As at 31<sup>st</sup> March 2019, the Health Board has 16,166 employees, of which 8 are Executive Directors. Of these staff, 3,522 are male, including 3 Executive Directors, and 12,644 are female, including 5 female Executive Directors.

There are also 9 Non-officer Members, of which 5 are male and 4 are female.

## 7.2 Sickness Absence Data

	2018/19	2017/18
Total days lost		294,456.22

	2018/19	2017/18
Short Term Sickness (27 days or less)		85,798.25
Long Term Sickness (28 days or more)		208,657.91
Total staff years		13,990.25
Average working days lost		13
Total staff employed in period (headcount)		16,081
Total staff employed in period with no absence (headcount)		6,062
Percentage staff with no sick leave		38.08%

NB 2018/19 finalised figures are not available at the time of the draft report compilation.

### 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 £0.530m on Consultancy Services in 2018/19. 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 through independent reviews of the Health Board's Clinical Services and benchmarking of clinical and other performance data.
- 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 including coaching for performance and mentoring.

## 7.5 Off-payroll Engagements

**Table 1: For all off-payroll engagements as of 31 March 2019, for more than £245 per day and that last for longer than six months**

Number of existing engagements as of 31 March 2019	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 2018 and 31 March 2019, 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 2018 and 31 March 2019	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 2018 and 31 March 2019**

Number of off-payroll engagements of board members, and/or, senior officials with significant financial responsibility, during the financial year.	1
Details of the exceptional circumstances that led to each of these engagements.	On resignation of the Director of Nursing & Patient Experience in December 2017, temporary cover was provided off payroll via a PSC. A permanent Director of Nursing & Patient Experience commenced on 16 <sup>th</sup> July 2018 and is not

	the person who provided the temporary cover.
Details of the length of time each of these exceptional engagements lasted	Commenced on 4 <sup>th</sup> December 2017 and ended on 13 <sup>th</sup> July 2018
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.	1

There were 2 off payroll engagements in place at the start of the 2018/19 financial year but both these arrangements ceased in 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.

	2018-19				2017-18
<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	1

	2018-19				2017-18
£25,000 to £50,000	0	1	1	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
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>
<b>Exit Packages Costs</b>					
<b>Exit packages cost band (including any special payment element)</b>	<b>Cost of compulsory redundancies</b>	<b>Cost of other departures</b>	<b>Total cost of exit packages</b>	<b>Cost of special element included in exit packages</b>	<b>Total cost of exit packages</b>
	£	£	£	£	£'
less than £10,000	0	0	0	0	0
£10,000 to £25,000	0	0	0	0	24,421
£25,000 to £50,000	0	45,805	45,805	0	0
£50,000 to £100,000	0	0	0	0	92,328
£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
<b>Total</b>	<b>0</b>	<b>45,805</b>	<b>45,805</b>	<b>0</b>	<b>116,749</b>

The exit package disclosed above for 2018/19 comprises departure costs paid in accordance with the provisions of the NHS Voluntary Early Release Scheme (VERS).

Of the packages disclosed above for 2017/18, 1 package comprises departure costs paid in accordance with the provisions of the NHS Voluntary Early Release Scheme (VERS), and 1 package relates to the former Director of Human Resources under a Settlement Agreement whereby the terms were approved by the Remuneration Committee and in accordance with Welsh Government guidance.

Exit costs are accounted for in full in the year of departure. Where the Health Board has agreed early retirements, the additional costs are met by the Health Board and not by the NHS pension's scheme. Ill health retirement costs are met by the NHS pension's scheme and are not included in the table.