

# Remuneration Report

## Annual statement from the Chair of the Remuneration Committees

I am pleased to present the Directors' Remuneration Report for the financial year 2020-21 on behalf of Wirral Community Health and Care NHS Foundation Trust's two Remuneration Committees. The Remuneration & Terms of Service Committee is established by the Board of Directors with primary regard to Executive Directors, and the Remuneration & Nomination sub-group is established by the Council of Governors with regard to Non-Executive Directors.

In accordance with the requirements of the Government Financial Reporting Manual (FReM) and NHS Improvement we have divided this report into the following parts;

- The Directors' Remuneration Policy sets out Wirral Community Health & Care NHS Foundation Trust's senior managers' remuneration policy and,
- The Annual Report on Remuneration includes details about the Directors' service contracts and sets out governance matters such as the committee membership, attendance and the business completed.

## Major decisions on remuneration

A temporary increase in Very Senior Manager costs was approved to ensure a stable handover of interim Chief Executive and Chief Finance Officer roles back to substantive postholders, following the Chief Executive's secondment to NHSE from October 2020 - March 2021. A local Recruitment and Retention Premium was agreed to ensure safe delivery of night cover for the Community Intermediate Care Centre, temporarily established to support the Wirral Covid Response. The nationally recommended annual uplift for the Very Senior Manager framework was approved for eligible staff.

The Remuneration & Nomination sub-group of the Council of Governors approved revisions to Non-Executive Directors remuneration (excluding the Chairman) in line with the "*Structure to align remuneration for chairs and non-executive directors of NHS trusts and NHS foundation trusts*" issued in November 2019.



**Professor Michael Brown, CBE,  
DL  
Chairman**

**21 October 2021**

## Senior managers' remuneration policy

Remuneration for senior managers is shown on page 81.

All senior manager posts are subject to approval by the Remuneration Committee. Any pay awards are agreed by that Committee.

Senior Managers are remunerated in accordance with the national VSM framework and guidance. The level of remuneration for each senior manager post is determined by the Remuneration Committee taking into account this guidance, national benchmarking (e.g. NHS Provider annual survey on Executive Director remuneration) and market influences.

Senior Managers participate in an annual appraisal process which identifies and agrees objectives to be met. This is supported by a personal development plan.

The Trust does not operate a performance-related pay or bonus scheme.

One senior manager is on an annual salary of more than £150,000. This salary was subject to the same review and approval process as detailed above.

The remuneration policy for senior managers is determined by the Remuneration Committee to ensure a fair and consistent approach is taken.

## Service contract obligations

Senior managers' contracts are permanent on appointment and are subject to a period of three months' notice. They are entitled to NHS redundancy payments should their posts be made redundant.

## Statement of consideration of employment conditions elsewhere in the Foundation Trust

The majority of staff are employed on national NHS terms and conditions and these are taken into account when setting the remuneration policy for Senior Managers.

# Annual report on remuneration

## The Remuneration Committees

### The Board of Directors Remuneration & Terms of Service Committee

The Remuneration & Terms of Service Committee is a non-executive committee of the Trust Board of Directors. Its responsibilities, as set out in its terms of reference, include consideration of matters associated with the nomination, remuneration and associated terms of service for Executive Directors (including the Chief Executive).

During 2020-21, the members of the Committee were;  
Michael Brown, Chairman (Chair of the Remuneration Committee)  
Brian Simmons, Non-Executive Director (Chair of the Audit Committee)  
Beverley Jordan, Non-Executive Director  
Chris Bentley, Non-Executive Director  
Gerald Meehan, Non-Executive Director

Committee meetings are considered to be quorate when the Chairman (of the Committee) and two Non-Executive Directors are present.

The Director of Human Resources and Organisational Development and the Chief Finance Officer may attend in an advisory role to assist the Committee in their consideration of matters. They are not members of the Committee and do not participate in any discussion or decision making in respect of their own remuneration or other terms of service.

The decisions of the Remuneration and Terms of service committee are subject to the same equality and diversity requirements/policies as all other committees, which support equalities legislation and the Trust's own Inclusion Strategy. Primarily, this committee is focused on the Trust's commitment to "promoting a fair and welcoming organisation, celebrating difference to ensure our workforce are all valued and treated equally". Decisions made by the committee are subject to Equality Impact Assessment where required and this is recorded in the papers submitted to the committee.

### The Council of Governors Remuneration & Nomination sub-group

The Remuneration & Nomination sub-group has been established by the Council of Governors to consider all matters associated with Non-Executive Director appointments, remuneration and terms of service.

The group comprises four governors with one nominated as the Chair of the group. All governors were invited to express an interest to join the group and one of the elected governors is the chairman of the group.

Only the members of the group are entitled to attend but members of the Board of Directors are invited to attend in particular the Chairman, Chief Executive and Director of HR & Organisational Development to consider specific matters. The Director of Corporate Affairs attends each meeting of the group.

When the Chairman's performance or remuneration is being considered the Chairman withdraws from the meeting.

During 2020-21, the Council of Governors through the Remuneration & Nomination sub-group ensured appropriate oversight and decision relating to the re-appointment of the Chairman and Deputy Chairman/Chair of the Finance & Performance Committee, and the revision to remuneration levels for all Non-Executive Directors (excluding the Chairman).

This business was considered at a virtual meeting held in January 2021 with the following attendees;

Chairman of the Board of Directors (present for the discussion on the reappointment of the Non-Executive Director/Deputy Chair and Chair of the Finance & Performance Committee)

Lynn Collins (Public Governor) Chair of the Group

Irene Cooke (Public Governor)

Ronnie Morris (Public Governor)

Kevin Sharkey (Public Governor)

Karen Howell (substantive Chief Executive - present for the discussion on the reappointment of the Chairman of the Board of Directors)

Brian Simmons (Non-Executive Director/Senior Independent Director - present for the discussion on the reappointment of the Chairman of the Board of Directors)

Alison Hughes, Director of Corporate Affairs.

## **Disclosures required by the Health and Social Care Act**

In accordance with section 156 (1) of the Health and Social Care Act 2012, information on the Trust's policy on pay and on the remuneration and expenses of the directors is addressed through the disclosures in the remuneration and staff report.

The Trust has not received claims for or paid any expenses to governors.  
During the year £2,900 of expenses were paid to six directors.

## **Fair pay multiple (*subject to audit*)**

The Trust is required to disclose the relationship between the remuneration of the highest paid director and the median remuneration of the Trust's workforce. The median remuneration of the employees paid by the Trust is £30,615 (2019-20: £31,112). The banded remuneration of the highest paid director in the financial year is £135k-£140k (2019-20 £165k-£170k).

This is 4.49 times the median remuneration (2019-20: 5.56).

## **Payments to past senior managers**

There have been no payments to past senior managers during the year.

## **Payments for loss of office**

Payments for loss of office are disclosed in note 6.1 in the financial statements. No payments were made to Directors for loss of office in the period.

## Remuneration for Senior Managers (subject to audit) - Salaries and pension entitlements of Directors

Name	Position	2020-2021				2019-2020			
		Salaries and fees	Taxable benefits	Pension related benefits	Total	Salaries and fees	Taxable benefits	Pension related benefits	Total
		(bands of £5000)	£ rounded to nearest £100	(bands of £2,500)	(bands of £5000)	(bands of £5000)	£ rounded to nearest £100	(bands of £2,500)	(bands of £5000)
<b>Non Executive Directors</b>									
Michael Brown	Chairman	40-45	0	N/A	40-45	40-45	0	N/A	40-45
Beverley Jordan	Non-executive director	10-15	0	N/A	10-15	10-15	0	N/A	10-15
Brian Simmons	Non-executive director	10-15	0	N/A	10-15	10-15	0	N/A	10-15
Chris Bentley	Non-executive director	10-15	0	N/A	10-15	10-15	0	N/A	10-15
Gerald Meehan	Non-executive director	10-15	0	N/A	10-15	10-15	0	N/A	10-15
<b>Executive Directors</b>									
Karen Howell*	Chief Executive (except for 1 October 2020-1 March 2021)	80-85	7,400	5-7.5	95-100	165-170	10,500	7.5-10	185-190
Mark Greatrex*	Chief Finance Officer/Deputy Chief Executive	65-70	0	15-17.5	80-85	125-130	0	0	125-130
	Interim Chief Executive (1 October 2020 - 1 March 2021)	70-75	0	15-17.5	85-90	N/A	N/A	N/A	N/A
Jennie Birch^	Interim Chief Finance Officer (from 1 October 2020)	70-75	0	0	70-75	N/A	N/A	N/A	N/A
Paula Simpson#	Director of Nursing	100-105	0	155-160	260-265	100-105	0	10-12.5	110-115
Jo Shepherd	Director of Human Resources and Organisational Development	100-105	6,900	35-37.5	140-145	100-105	8,300	22.5-25	130-135
Dr Nick Cross	Medical Director	135-140	5,500	0	140-145	145-150	0	55-57.5	200-205
Val McGee	Chief Operating Officer	110-115	7,600	22.5-25	140-145	110-115	8,900	10-12.5	130-135
Alison Hughes	Director of Corporate Affairs	85-90	4,600	22.5-25	115-120	80-85	6,800	35-37.5	125-130
Tony Bennett	Chief Strategy Officer (from 3 February 2020)	95-100	0	57.5-60	155-160	15-20	0	7.5-10	20-25

Pension Benefits (subject to audit)

2020/21	Real increase in pension at pension age bands of £2,500	Real increase in pension lump sum at pension age bands of £2,500	Total accrued pension at pension age at 31 March 2021 bands of £5,000	Lump sum at pension age related to accrued pension at 31 March 2021 bands of £5,000	Cash Equivalent Transfer Value at 31 March 2020 £000	Real Increase in Cash Equivalent Transfer Value £000	Cash Equivalent Transfer Value at 31 March 2021 £000
Mark Greatrex	2.5-5	0-2.5	40-45	90-95	707	55	762
Jo Shepherd	0-2.5	0-2.5	25-30	45-50	409	41	451
Val McGee~	0-2.5	5-7.5	50-55	160-165	1,269	N/A	N/A
Paula Simpson#	7.5-10	12.5-15	30-35	75-80	480	157	645
Alison Hughes	0-2.5	N/A	10-15	N/A	133	24	159
Tony Bennett	2.5-5	2.5-5	30-35	60-65	400	54	461

2019/20	Real increase in pension at pension age bands of £2,500	Real increase in pension lump sum at pension age bands of £2,500	Total accrued pension at pension age at 31 March 2020 bands of £5,000	Lump sum at pension age related to accrued pension at 31 March 2020 bands of £5,000	Cash Equivalent Transfer Value at 31 March 2019 £000	Real Increase in Cash Equivalent Transfer Value £000	Cash Equivalent Transfer Value at 31 March 2020 £000
Mark Greatrex	0-2.5	0	40-45	90-95	580	101	696
Jo Shepherd	0-2.5	0	20-25	40-45	364	30	403
Nick Cross	2.5-5	5-7.5	10-15	25-30	141	49	193
Val McGee	0-2.5	2.5-5	50-55	155-160	1,181	60	1,269
Paula Simpson	N/A	N/A	N/A	N/A	469	N/A	N/A
Alison Hughes	0-2.5	N/A	10-15	N/A	102	29	133
Tony Bennett	0-2.5	0-2.5	25-30	55-60	342	8	400

## Notes to the remuneration and pension tables

The pension benefits table reflects the full pension benefits for each scheme member from the NHS Pension Scheme during the financial year.

The real increase in cash equivalent transfer value includes the impact of inflation when calculating the increase year on year.

\*During 2020/21 Karen Howell was seconded to NHS England/Improvement by NHSE request for a period of six months (October 2020 to March 2021) and the Deputy Chief Executive/Chief Finance Officer, Mark Greatrex, covered the period of the secondment as Interim Chief Executive Officer.

^Jennie Birch was seconded to the Trust from Countess of Chester NHS Foundation Trust as Interim Chief Finance Officer. The salary reflected in the remuneration table above reflects payments made to Countess for her services.

#Paula Simpson suspended her membership of the pension scheme during the 2019/20 financial year and reinstated it in 2021/22. Therefore the real increase in pension value in the tables above reflects the growth from 2018/19 to 2020/21.

~Val McGee reached pensionable age at 31 March 2021 and therefore has no CETV at that date.

Nick Cross has left the pension scheme and no pension contributions were made for him in the year.

Non-executive directors do not receive a pensionable remuneration.



**Karen Howell**  
**Chief Executive**

**21 October 2021**