
Council, 29 June 2015

Remuneration of the HCPC Chair

Executive summary and recommendations

Background

1. Article 16(2) of Schedule 1 of the Health and Social Work Professions Order 2001 sets out the powers of Council and includes provision for the Council to determine payment of fees and allowances 'for the purposes of enabling the members to perform functions under this Order.'
2. In December 2014, the Council gave consideration to remuneration for partners and Council members. The paper set out the results of a benchmarking survey undertaken by consultants QCG and which included a review of daily fees, additional fees and expenses compared against similar roles in other organisations.
3. During discussion at that meeting, the issue of whether or not the Chair of Council should be paid an annualised fee rather than a daily rate to reflect the additional responsibilities undertaken was discussed. Whilst the decision was made to increase the Council members' daily rate to £320 per day, no decision was made in terms of an annualised fee for the Chair. However, a number of Council members have subsequently raised the issue informally and the Executive undertook to carry out a review in due course for consideration by the Council.
4. So whilst this paper has been precipitated by current circumstances, a similar paper would have been presented in any event in the next financial year.

Introduction

5. Between January and May of this year, a recruitment campaign took place in order to appoint a new Chair of Council since Dr Anna van der Gaag's appointment ends on 30 June 2015. The assessment and selection panel, on conclusion of the interviews for the role, recommended one candidate to the Privy Council for appointment.
6. As part of the interview process, candidates were asked how the appointment of Chair would fit with existing commitments. In response, the successful candidate explored the option of the HCPC 'buying out' their services from their current employer i.e. reimburse the employer at a rate equitable to their existing salary for work undertaken as Chair of HCPC.

Proposal

7. Given the successful candidate's suitability for the role, this option has been explored further and the proposal is that, in return for 3/5 of the candidate's current working time, the HCPC reimburse the employer at a rate of £58,250 per annum.
8. The detailed arrangements have been set down in a draft agreement (compiled by Bircham Dyson Bell) and this includes details relating to the length of the term of office, arrangements for payment to the employer, confidentiality agreements and termination of the agreement should either party be required to do so.
9. Article 16 of Schedule 1 of the Health and Social Work Professions Order also sets out a provision that the Council 'may not employ any member of the Council or its committees or sub-committees.' Therefore all tax, pension and national insurance liability will fall to the employer.
10. During recent years, the Chair has been remunerated as follows:-

| | |
|-----------|---------|
| 2013-2014 | £60-65k |
| 2014-2015 | £65-70k |

Therefore, an annualised fee of £58,250 would be broadly in line with the remuneration paid to the Chair in 2013-2014. Adequate provision has been incorporated into the annual budget for 2015-2016.

Decision

11. The Council is invited to discuss the attached paper and to agree that:-
 - (i) the approach for payment of fees for the HCPC Chair be changed;
 - (ii) that an annual payment of £58,250 be made to the candidates employer in return for 3/5 of the candidates current working time in order that they can fulfill their role as Chair of HCPC;
 - (iii) The detailed arrangements be documented in a contract entered into by HCPC and the employer.

Background information

- Health and Social work Professions Order;
- Council paper considered at the meeting held on 4 December 2014, 'Review of Partner and Council Member Fees 2014';
- Minutes of the meeting of Council held on 4 December 2014.

Financial implications

See paragraph 10.

Appendices

None

Date of paper

June 2015