
Review of Committee effectiveness

Executive Summary

Each of the Council's committees should review its effectiveness periodically and report to the Council on this assessment.

To help inform the Remuneration Committee (the Committee) in its review, a questionnaire was circulated to Committee members and regular attendees, the responses to which were intended to inform the review of effectiveness to take place at the meeting of the Committee.

The responses to the questionnaire were very positive overall, although these are based on a limited number of responses. There were three themes from the responses relating to:

- the key sources of information and/or assurance for the Committee and who provides them;
- understanding of key risks and opportunities and plans to mitigate or capitalise on these; and
- reporting to the Council and receiving direction from the Council.

In terms of responding to these:

1. Proposed changes to the standing orders of the Committee are designed to provide greater clarity about the decisions to be made by the Committee and the information required to support this. Some of this information is also included in the related pay/remuneration policies and could be incorporated in the standing orders to a greater extent.
2. A policy for the remuneration of Council and independent Committee members is being developed and the review of the pay policy, including the extent to which it applies to executive pay has been requested by the Committee in terms of providing clarity on the approach.
3. Following similar feedback from other Council committees, the Council Chair is supporting and encouraging the chairs of Council committees to expand on their reports at Council meetings. We are also looking at developing an annual report covering the work of all Council committees reflecting on activities over the previous year and areas of focus in the coming year. This could be informed by feedback from Committee members and attendees as part of the Committee effectiveness review or through discussion and reflection at meetings.

Previous consideration	A questionnaire was circulated to Committee members and regular attendees to complete on 16 September 2024. Four responses were received.
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Decision	The Committee is asked to consider the responses received as part of a review of its own effectiveness.
Next steps	The Chair of the Committee will report to the Council on the results of its assessment and any actions or recommendations as part of the Chair's report to the Council.
Strategic priority	Build a resilient, healthy, capable and sustainable organisation.
Financial and resource implications	To be determined based on the actions or recommendations agreed as a result of the review.
EDI impact and Welsh Language Standards	None identified.
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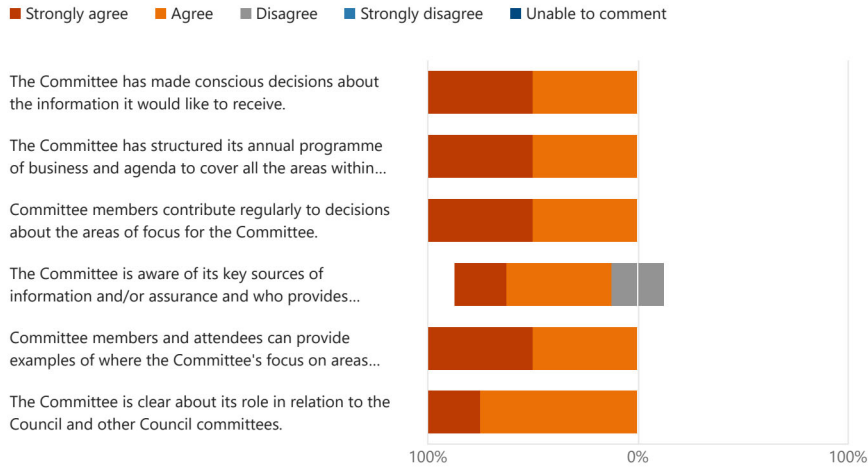
Remuneration Committee Effectiveness Review October 2024

4 Responses

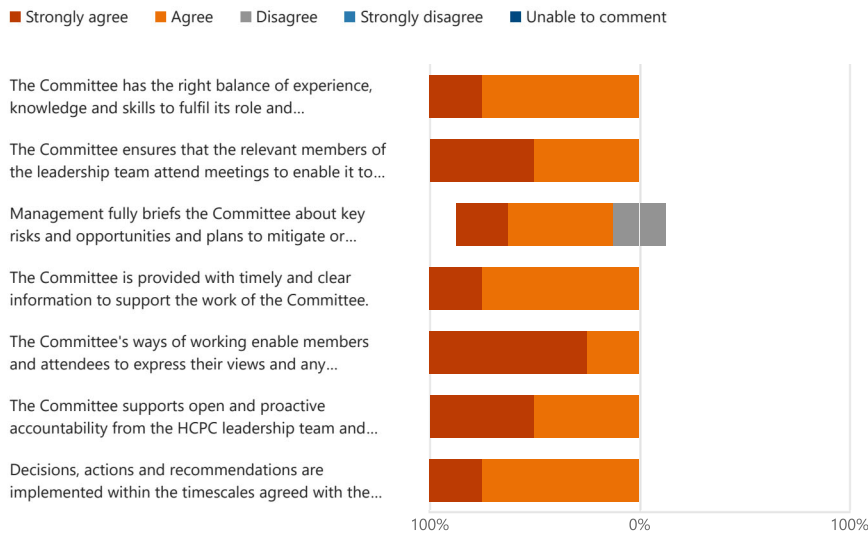
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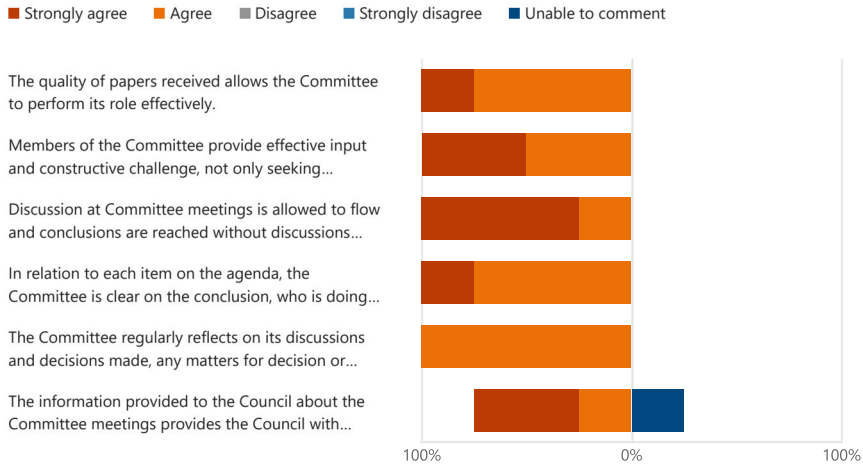
1. Committee focus



2. Committee engagement



3. Committee effectiveness



4. Is there anything that the Committee could do differently to better support either a) the Council; or b) the leadership team in its work?

1 Responses

Latest Responses
"Maybe reflect more on the difference we make, our impact?"

5. Is there any training or support members of the Committee feel would help them to fulfil their role on the Committee?

1 Responses

Latest Responses
 "No"

6. Is there any other feedback you would like to provide relating to the effectiveness of the Committee?

1 Responses

Latest Responses
"I feel we rely on the external member's experience on pay etc a lot. I'm comfortable with that but wonder if others are and how that will pan out in future."