# GLAA57/16 Remuneration Committee Terms of Reference

**17 January 2018**

# Board Paper Reference – GLAA57/16 - Remuneration Committee Terms of Reference

## 1. Purpose of the Report

1.1 To review terms of reference (T.O.R) for the Remuneration Committee (REMCO) for an annual review by the Board.

## 2. Recommendation

2.1 The Board to agree the T.O.R.

## 3. Reasons for Recommendation

3.1 The Scheme of Delegation at paragraph 4.44 requires the board to agree the constitution and terms of reference of any Board Committee or sub-committee and their specific powers, and review them annually.

3.2 The REMCO agreed its revised T.O.R at its meeting on 11 December 2017.

3.4 The T.O.R primarily covers the setting of performance baselines and objectives for the CEO, as well as determining the appropriate remuneration package and bonus. REMCO does not have formal oversight of the annual pay review for GLAA staff but can review the ongoing appropriateness and relevance of the organisation's remuneration policy. The GLAA pay remit is signed off at Ministerial level in the Home Office before negotiation with the recognised Trade Union.

3.5 The next review will be in January 2019.

## 4. Summary of Key Points

4.1 The T.O.R for REMCO requires review on an annual basis.

## 5. Financial Implications and Budget Provision

5.1 Any remuneration package must be affordable within the GLAA budget.

## 6. Organisational Risks

6.1 The REMCO must ensure that the remuneration package for the CEO is appropriate and affordable, as well as setting performance baselines and objectives. If this does not occur then there is a risk that the GLAA may not meet its strategic objectives.

## 7. Policy Implications and Links to Strategic Priorities

7.1 N/A

## 8.    Details of Consultation/EQIA

8.1    The TOR was agreed by the members of REMCO.

## 9.    Background Papers and Relevant Published Documents

9.1    GLA Board Paper 50.17 Scheme of Delegation.

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