



Gangmasters &
Labour Abuse Authority

GLAA69/18a Remuneration Committee

22 July 2020

Board Paper Reference – GLAA69/18a - Remuneration Committee

1. Purpose of the Report

- 1.1 To record the activities of the Remco and inform the wider Board of the meeting of 15 May 2020

2. Recommendation

- 2.1 For noting only

3. Reasons for Recommendation

- 3.1 N/A

4. Summary of Key Points

Angel Coleshill has left the Board and Remco and has been replaced by Julia Mulligan who attended Remco for the first time on 15 May.

- 4.1 Remco discussed the process for review of all HR policies and the link to the review process set out in the TU Recognition Agreement. It emerged that the latter has been in draft amendment to the original since 2016 but will be brought up to date as a matter of urgency. On completion of this the Remco review process will be finalised.
- 4.2 Remco will re-start a review of the policies agreed in the Statement Of Governance (Appendix B) and will reiterate to the Leadership Team that Remco require final sign-off of all policies in scope.
- 4.3 The SCS bonus policy was reviewed as it applied to GLAA and Remco agreed the need to benchmark across the wider SCS population.
- 4.4 The performance of the CEO in the current year was reviewed against the agreed objectives, and proposed objectives for the coming year were discussed.
- 4.5 The CEO bonus was considered in light of his performance; a recommendation to the Home Office would be considered after further discussions with the CEO.
- 4.6 Post meeting note – Simon Allbutt leaves the Remco and joins ARC, handing over the Chair to Linda Dickens.

5. Financial Implications and Budget Provision

- 5.1 No impact

6. Organisational Risks

6.1 None

7. Policy Implications and Links to Strategic Priorities

7.1 None

8. Details of Consultation/EQIA

8.1 N/A

9. Background Papers and Relevant Published Documents

9.1 None

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