



Gangmasters &
Labour Abuse Authority

GLAA71/19 Remuneration Committee

4 November 2020

Board Paper Reference – GLAA71/19 - Remuneration Committee

1. Purpose of the Report

1.1 Update for the Board

2. Recommendation

2.1 That the report be noted by the Board, with discussion if wished.

3. Reasons for Recommendation

3.1 regular reporting; no decision required.

4. Summary of Key Points

4.1 The committee Linda Dickens, Julia Mulligan and Paul Williams met on 29 July, 2 and 18 September, and 15 October. The greater frequency of meetings reflects the role of RemCo in assisting the Board and its Chair in the preliminary stages of appointment of a permanent CEO. The GLAA Chair attended the meetings.

4.2 The Committee welcomed Emma Coxon as Head of People and Change.

CEO appointment

4.3 RemCo carried out a consultation exercise with GLAA colleagues, the results of which were provided to the Board for its meeting on 15 September, together with RemCo proposals relating to the process and timetable for appointment.

4.4 Feedback on the consultation exercise was provided to GLAA colleagues via Morecambe. RemCo assisted with a draft person specification and role description and in procurement of an external agency. The Committee discussed with the GLAA Chair the size and composition of the selection panel and aspects of the process.

Remuneration matters.

4.5 The Committee discussed the contract for the interim CEO and reviewed the objectives set in discussion with the Chair. It further dealt with a SCS bonus question.

Review of Procedures

4.6 At the meeting of 15 October the Committee received a Schedule for Policy Review with allocation of responsibility. Following on from earlier discussion, RemCo agreed the actions required to fulfil its TOR and address earlier internal audit concerns with respect to review and sign off of HR policies.

- 4.7 RemCo clarified how it would discharge its responsibilities in this regard; the review process, with ownership by HR, and timetable.
- 4.8 Additionally the need to update the TU Recognition Agreement was noted as a matter of some urgency (the extant one relates to the GLA) and the Committee affirmed its out of meeting agreement to a particular policy amendment.

Meeting Frequency

- 4.9 The Committee considered that current business requires a quarterly meeting rather than 6 monthly. HR has been requested to draft a work plan for the Committee taking account of the policy review schedule.

5. Financial Implications and Budget Provision

- 5.1 Additional meetings incur some extra cost but this is minimised by meeting virtually via Skype.

6. Organisational Risks

- 6.1 Current RemCo activity is designed to (a) help minimise the risks of failing to make a suitable permanent CEO appointment and (b) avoid organisational harm which can occur through the lack of appropriate up-to-date HR policies.

7. Policy Implications and Links to Strategic Priorities

- 7.1 Ongoing work links particularly to strategic objectives 5 and 6.

8. Details of Consultation/EQIA

- 8.1 An equality impact assessment is not required for a Report from a committee of the Board, but substantive areas referred to in this report do require due regard to be paid to equality impacts. RemCo is satisfied that equality and diversity concerns have been addressed in the selection and briefing of an external recruitment agency and in shaping the approach to recruiting a permanent CEO. In developing policy, delivering services and in relation to its own employees, GLAA needs to have regard to equality impacts of its decisions. Where appropriate, RemCo will expect to see evidence of this in its review of policies.

9. Background Papers and Relevant Published Documents

- 9.1 RemCo Terms of Reference

Report Author: Linda Dickens, Chair RemCo

Senior Responsible Officer: