

Committee on Equality of Opportunity EOC-01-02(p.5)

Date:	30 January 2002
Time:	9.30am
Venue:	Committee Room 3, National Assembly Building
Title:	FINAL REPORT ON THE REVIEW OF REMUNERATION AND EXPENSES OF CHAIRS AND MEMBERS OF ASSEMBLY SPONSORED PUBLIC BODIES AND NATIONAL HEALTH SERVICE BODIES

Purpose

For the committee to offer views on the final report on the review of remuneration and expenses of chairs and members of Assembly Sponsored Public Bodies (ASPBs) and National Health Service (NHS) bodies (Annex 1).

Summary/Recommendations

The aims of the review were to make remuneration and expenses of Assembly public appointees more consistent and to ensure that remuneration arrangements are not a barrier to diversity.

The final report sets out the main findings of the review; draws conclusions based on the consultation responses; and makes recommendations for a way forward.

The key recommendations are that:

- the Assembly should have a single scheme, based on a system of grouping bodies into a few bands on the basis of key criteria, for determining the remuneration of its appointments to ASPBs and NHS bodies;
- all Assembly appointed chairs, deputy chairs and members of executive and advisory ASPBs should be remunerated and the presumption should be in favour of payment, but individuals should be free to waive this if they wish;
- decisions on travel and subsistence rates for ASPBs and NHS bodies should await the outcome of the Assembly's review on public sector travel and subsistence rates; and
- for all posts there should be provision for reimbursement of receipted childcare or carer costs, and additional costs for people with disabilities and for compensating individuals for financial loss (where it can be demonstrated), but there should be no provision for payment of compensation to employers.

Background:

In 2000 the Cabinet asked the Standing Committee on Equality of Opportunity to look at ways in which public appointments can be made more representative of the population in Wales. The review of remuneration and expenses was a response to that request, alongside the Committee's Report on diversity in public appointments. The review involved extensive consultation and took close account of the Committee's report. In line with that report, the introduction of:

- the proposed remuneration scheme and extension of allowances would remove the current inequalities that exist between bodies and would ensure that in the future all Assembly public appointees receive an appropriate reward package for their contributions;
- a rolling programme of job evaluations would help to provide accurate job and person specifications for the application process and to more clearly define the relationship between the chair and other non-executive members of each body; and
- more formal performance appraisal systems, with an emphasis on training and induction, would help to enable appointees to make an early contribution and to ensure that bodies build equality of opportunity into their working practices.

Compliance:

Annex E of the report sets out the powers to make payments in respect of each body.

Action for Standing Committee:

In order to inform further consideration by the Welsh Assembly Government, the Committee is invited to offer its views on the final report and its recommendations.

Next Steps:

There are a number of issues that would require further consideration and resolution before the recommendations could be implemented:

- the banding of the new NHS bodies and the roles and responsibilities of their chairs and members would need to be considered in advance of the new NHS structure being introduced in April 2003; and
- the position of some of the ASPBs which are either established by Royal Charter or Warrant or have charitable status would need further consideration to ensure they have the powers to remunerate their chairs and members (para 5.2 of Annex 1 refers).