

PAY OF SNH BOARD & COMMITTEE MEMBERS 2009/10

Purpose

1. This paper sets out the proposal for the pay settlement for SNH Board and Committee Members for 2009/10. The paper also provides information on the 2 year pay settlement for the Chief Executive for 2009-2011.

Board Action

2. **The Board is asked to:**
 - **Note the approval for 2009/10 that the rate of remuneration for Chair and Members be uplifted by up to 1.5%;**
 - **Note that approval has been given for 2009-2011 that the Chief Executive's salary should progress within the agreed pay band by 2.5% and that the pay band be revalorised by 0.5% for each of the 2 years;**
 - **Note that the pay offer currently out to ballot with staff is for progression plus 2.5% total revalorisation over two years, though staff will only receive 1% revalorisation in the first year;**
 - **Note that whatever proposal is agreed will be applied to the rate of remuneration for Scientific Advisory Committee Members and Local Advisers (hereafter referred to as Committee Members);**
 - **Decide on the basis of this information what level of award the Chairman and Board Members wish to accept.**

Background

3. As in previous years, the remuneration for CEO and Members of SNH Boards and Committees has been based on the Scottish Public Sector Pay Policy for Senior Appointments.
4. Confirmation has been received from the Scottish Government that members of public bodies may receive a pay settlement of up to 1.5% this year.
5. Confirmation has also been received from the Scottish Government that their guidance is that the Chief Executive should receive a pay settlement totalling no more than 3.00% including progression from 1 April 2009. Since the progression steps outlined in the agreed salary structure equal 2.5% of current salary this leaves 0.5% to be applied as revalorisation this year.
6. Approval has been sought and was received on 6 October 2009 for an award to be made to the CEO, Chair and Members which meets these limits. The CEO award will be implemented in October salary, backdated to April 2009.

Staff Pay Remit 2009-2011

7. SNH received confirmation on the 28 September that approval had been granted for the Staff Pay Remit submitted by SNH for the two years 2009/10 and 2010/11. This remit has been translated into an offer of 1% plus progression in the first year and 1.5% plus progression in year two.
8. The result of the Trades Unions subsequent ballot of their members was for majority support for acceptance of our offer. Revalorisation can now be implemented in November staff salaries, with staff progression payments already having been paid in October salaries, following notification of Remit approval.

Settlement 2009/10

9. Resources are available within budget to meet an increase in remuneration of 1.5% for Board and Committee Members.

Decision required

10. The Board must now decide on what they view as the most appropriate level of revalorisation to take, for themselves and Committee Members, in light of the 0.5% CEO and 1% staff revalorisation levels now approved and in the context of the maximum 1.5% revalorisation level approved by Scottish Government for Chair, Board and Committee Members for 2009/10.

Next Steps

11. Once Board Members decide what level of award to accept, Board and Committee Members' remuneration can then be uplifted and back pay due from the 1 April 2009 made in the next available pay run.

Joe Moore
Director of Corporate Services
November 2009