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Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	17th May 2018	Agenda Item	3d
Report Title	Draft Remuneration and Staff Report		
Report Author	Andrew Biston, Head of Accounting & Governance		
Report Sponsor	Lynne Hamilton, Director of Finance		
Presented by	Lynne Hamilton, Director of Finance		
Freedom of Information	Closed		
Purpose of the Report	To provide the Audit Committee with the draft remuneration and staff report for 2017/18 which forms a part of the Accountability Report which is submitted to Welsh Government as an element of the Health Board's Annual Report .		
Key Issues	The report provides information in relation to Executive Directors' and Non-officer Members' remuneration, and outlines the arrangements which operate within the Health Board to determine this. It also includes information on staff numbers, composition, sickness absence data, staff policies applied during the year, expenditure on consultancy, off-payroll engagements and exit packages.		
Specific Action Required <i>(please ✓ one only)</i>	Information	Discussion	Assurance
			√
Recommendations	<p>Members are asked to:</p> <p>Approve</p> <p>The draft Remuneration and Staff Report for submission to Welsh Government as part of the Health Board's Annual Report for 2017-18.</p>		

Remuneration and Staff Report

Annex C

REMUNERATION AND STAFF REPORT

This report provides information in relation to Executive Directors' and Non-officer Members' remuneration, and outlines the arrangements which operate within the Health Board to determine this. It also includes information on staff numbers, composition, sickness absence data, staff policies applied during the year, expenditure on consultancy, off-payroll engagements and exit packages.

1. The Remuneration and Terms of Services Committee

This Committee considers the remuneration and performance of Executive Directors in accordance with the policy detailed below.

The norm is for Executive Directors and very senior managers' salaries (those outside of Agenda for Change) to be uplifted in accordance with the Welsh Government identified normal pay inflation percentage. There were no pay inflation uplifts in 2017/18 for Executive Directors or very senior managers.

If there were to be an up-lift over and above this level, this would always be agreed as a result of changes in roles and responsibilities and with advice from an independent consultancy with specialist knowledge of job evaluation and executive pay within the NHS. The Remuneration and Terms of Services Committee would receive a detailed report in respect of issues to be considered in relation to any uplift to Executive Directors salaries (including advice from the Welsh Government) and having considered all the advice and issues put before them, would report their recommendations to the Health Board for ratification.

The Committee also reviews objectives set for Executive Directors and assesses performance against those objectives when considering recommendations in respect of annual pay uplifts. It should be noted that Executive Directors are not on any form of performance related pay.

The Remuneration and Terms of Services Committee is chaired by the Health Board's Chairman, and the membership includes three other Non-officer Members (Chairs of Board Committees). The Committee meets as often as required to address business and formally reports in writing its recommendations to the Health Board. Meetings are minuted and decisions fully recorded.

The Committee also recommends to the Board annual pay uplifts in respect of Executive Directors and very senior managers in the Health Board who are not within the remit of Agenda for Change. There were none in 2017/18.

2. Non-officer Members' Remuneration

Remuneration for Non-officer Members is decided by the Welsh Government, who also determines tenure of appointment.

3. Single Remuneration Report

The Single Total Remuneration for each Director and Non-officer Member for 2017/18 and 2016/17 are shown in the table below. Total remuneration includes salary, non-consolidated performance-related pay and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

The salaries disclosed in the table below reflect new appointments and leavers during the financial years 2017/18 and 2016/17. Whilst the salaries disclosed relate to the period in post during the year, the NHS Pensions Agency is unable to attribute part year pension benefits to post holders and therefore, the full financial year Pension Benefits are shown. It should also be noted that the table below only includes Directors in post at 31st March 2018 since the NHS Pensions Agency is unable to provide the relevant information on pensions for staff who have left or are no longer acting as Executive Directors.

The value of pension benefits is calculated as follows: (real increase in pension¹ multiplied by 20 plus real increase in lump sum) less (contributions made by the individual).

The pension calculation is based on information received from NHS BSA Pensions Agency, included in the Disclosure of Senior Managers' Remuneration (Greenbury) 2018 report. Further details on the Single Total Remuneration figure from Cabinet Office can be found at the following Employer Pension Notices website in EPN 536 (2017-18) <http://www.civilservicepensionscheme.org.uk/employers/employer-pension-notices/epn536-annual-resource-accounts-2017-18-disclosure-of-salary-pension-and-compensation-information/>

¹ excluding increases due to inflation or any increase or decrease due to a transfer of pension rights

Names	Titles	2017/18					2016/17				
		Salary (£5k Bands)	Other Remun. £5k Bands	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £1000)	Total (£5k Bands)	Salary (£5k Bands)	Other Remun. £5k Bands	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £1000)	Total (£5k Bands)
		£000	£000	£00	£000	£000	£000	£000	£00	£000	£000
A Davies	Chairman	65-70	0	0	0	65-70	65-70	0	0	0	65-70
C Janczewski	Vice Chairman	25-30	0	0	0	25-30	55-60	0	0	0	55-60
E Woollett	Vice Chairman	25-30	0	0	0	25-30					
T Myhill	Chief Executive	30-35	0	0	117	150-155					
A Howells	Interim Chief Executive	170-175	0	0	0	170-175	140-145	0	0	96	235-240
P Roberts	Chief Executive						350-355	0	4	0	350-355
L Hamilton	Director of Finance	110-115	0	0	25	140-145					
P Gilchrist	Interim Director of Finance	25-30	0	0	0	25-30	55-60	0	0	144	200-205
E Williams	Director of Finance						80-85	0	0	0	80-85
H Laing	Medical Director	210-215	0	0		210-215	210-215	0	0		210-215
C White	Interim Chief Operating Officer	45-50	0	0	26	70-75					

Names	Titles	2017/18					2016/17				
		Salary (£5k Bands)	Other Remun. £5k Bands	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £1000)	Total (£5k Bands)	Salary (£5k Bands)	Other Remun. £5k Bands	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £1000)	Total (£5k Bands)
		£000	£000	£00	£000	£000	£000	£000	£00	£000	£000
A Hopkins	Interim Director of Nursing & Patient Experience	80-85	0	0		80-85					
R Farelly	Acting Deputy Chief Executive, Acting Chief Operating Officer and Director of Nursing & Patient Experience	85-90	0	7	0	85-90	125-130	0	10	28	150-155
B Edgar	Director of Human Resources	90-95	0	0	0	90-95	95-100	0	0	0	95-100
K Lorenti	Acting Director of Human Resources	125-130	0	0	74	195-200	60-65	0	0	138	200-205
A Hall	Interim Director of Therapies & Health Sciences						90-95	0	0	0	90-95
C Morrell	Director of Therapies & Health Sciences	95-100	0	0		95-100	15-20	0	0		15-20
S Husbands	Director of Public Health	90-95	0	0	723	815-820					

Names	Titles	2017/18					2016/17				
		Salary (£5k Bands)	Other Remun. £5k Bands	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £1000) £000	Total (£5k Bands) £000	Salary (£5k Bands) £000	Other Remun. £5k Bands £000	Benefits in Kind (to nearest £100) £00	Pension Benefits (to nearest £1000) £000	Total (£5k Bands) £000
		£000	£000	£00	£000	£000	£000	£000	£00	£000	£000
S Hayes	Director of Public Health						15-20	0	0	8	120-125
S-H-Griffiths	Director of Strategy	120-125	0	26	10	135-140	120-125	0	20	20	145-150
P Wenger	Director of Corporate Governance/Board Secretary	25-30	0	0	81	105-110					
P Newman	Non-officer Member	5-10	0	0	0	5-10	15-20	0	0	0	15-20
M Berry	Non-officer Member	15-20	0	0	0	15-20	15-20	0	0	0	15-20
M Nott	Non-officer Member	0-5	0	0	0	0-5	15-20	0	0	0	15-20
G Richards	Non-officer Member	5-10	0	0	0	5-10	15-20	0	0	0	15-20
C Patel	Non-officer Member	15-20	0	0	0	15-20	15-20	0	0	0	15-20
C Phillips	Non-officer Member	15-20	0	0	0	15-20	15-20	0	0	0	15-20
D Evans Williams	Non-officer Member	0-5	0	0	0	0-5	15-20	0	0	0	15-20
M Sollis	Non-officer Member	10-15	0	0	0	10-15					

Names	Titles	2017/18					2016/17				
		Salary (£5k Bands)	Other Remun. £5k Bands	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £1000) £000	Total (£5k Bands) £000	Salary (£5k Bands) £000	Other Remun. £5k Bands £000	Benefits in Kind (to nearest £100) £00	Pension Benefits (to nearest £1000) £000	Total (£5k Bands) £000
		£000	£000	£00	£000	£000	£000	£000	£00	£000	£000
M Waygood	Non-officer Member	5-10	0	0	0	5-10					
T Crick	Non-officer Member	5-10	0	0	0	5-10					
M Child	Non-officer Member	5-10	0	0	0	5-10					
J Davies	Non-officer Member	0	0	0	0	0					
S Miller	Non-officer Member						0	0	0	0	0

The following notes provide the dates of the Executive Directors who started or left during the year or previous year, and explanations for either no salary or changes in salary or post between the financial the years:

- C Janczewski, Vice Chairman tenure of appointment came to an end on 30th September 2017. E Wollett commenced as Vice Chairman from 1st October 2017.
- P Roberts, Chief Executive left on 7th March 2017. In line with the Settlement Agreement for his departure, the salary reported within the table above includes payment for accrued but untaken annual leave of £3,452, an ex-gratia payment for the termination of his employment of £113,213 and a payment of £50,000 in respect of his contractual entitlement to payment in lieu of notice. The terms of this exit package were agreed by the Remuneration Committee and made in accordance with Welsh Government guidance.
- A Howells, was Chief Operating Officer until 31st January 2017 and Interim Chief Executive from 1st February 2017 to 31st January 2018. T Myhill was Chief Executive from 1st February 2018.

- R Farrelly, Director of Nursing & Patient Experience was also Acting Deputy Chief Executive and Acting Chief Operating Officer from 20th March 2017 until 6th December 2017. No additional remuneration was accepted for these additional responsibilities.
- A Hopkins commenced as Interim Director of Nursing & Patient Experience on 4th December 2017 and was engaged on a 6 month contract via a Personal Services Contract (PSC). This arrangement falls within the remit of the IR35 regulations.
- C White commenced as Interim Chief Operating Officer on 1st December 2017 on a 12 month secondment from Cwm Taf Health Board.
- E Williams, Director of Finance was seconded to Powys Teaching Health Board from 1st November 2016 and P Gilchrist was Acting Director of Finance from 27th October 2016 until 10th June 2017. L Hamilton commenced as Director of Finance on 29th May 2017.
- B Edgar, Director of Human Resources was on long term sickness absence from 20th July 2016 until 17th January 2017, and seconded to NWSSP from 16th January 2017 until departure on 21st July 2017. In line with the settlement agreement for her departure, the salary reported within the table above represents a repayment for over taken annual leave of £2,359.50, an ex-gratia payment for termination of employment of £63,125 and a payment of £31,562.50 in respect of her contractual entitlement to payment in lieu of notice.
- K Lorenti became Acting Director of Human Resources from 1st October 2016.
- A. Hall commenced as Interim Director of Therapies & Health Sciences on 1st July 2015 until 28th February 2017. C Morrell commenced as Director of Therapies & Health Sciences on 6th February 2017.
- S Hayes, Director of Public Health left on 31st March 2017. S Husbands commenced as Director of Public Health on 5th June 2017.
- P Wenger commenced as Director of Corporate Governance/Board Secretary on 1st January 2018.
- P Newman, Non Officer Member, tenure of appointment came to an end on 30th September 2017
- M Nott, Non Officer Member, left on 4th May 2017
- G Richards, Non Officer Member, tenure of appointment came to an end on 30th September 2017

- D Evans-Williams, Non-Officer Member, left on 8th May 2017
- M Sollis, Non Officer Member, commenced on 8th June 2017
- M Waygood, Non Officer Member, commenced on 1st October 2017
- T Crick, Non Officer Member, commenced on 16th October 2017
- M Child. Non Officer Member commenced on 16th October 2017.
- C Goldberg, Non-Officer Member left on 31st March 2016.
- S Miller and her replacement as Non-Officer Members, J Davies, are full time employees of the Health Board and as such, have not received the remuneration that is normally paid to a Non-officer Member.

The former Chief Executive left the Health Board on 7th March 2017, receiving payments in line with the Settlement Agreement. The former Director of Human Resources also left the Health Board on 21st July 2017. These payments (excluding the payment for accrued but untaken annual leave and over taken annual leave respectively)) are disclosed in this report, and in full within the Annual Accounts within Note 3.3 (Expenditure on Hospital and Community Services) and also within Note 5.5 (Reporting of other compensation schemes – exit packages).

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce. The banded remuneration of the highest-paid director in the LHB in the financial year 2017/18 was £210,000 - £215,000 (2016/17, £210,000 - £215,000). This was 7.4 times (2016/17, 7.7) the median remuneration of the workforce, which was £28,667 (2016/17, £27,552).

As in 2016/17, the highest paid director in the LHB in 2017/18 was the Medical Director. Whilst the remuneration for the post of Medical Director is below that of the Chief Executive, the Medical Director is in receipt of a Clinical Excellence Award, the value of which when added to the remuneration as Medical Director results in the Medical Director becoming the highest-paid director.

The banded remuneration of the Chief Executive in the LHB in the financial year 2017/18 was £200,000 - £205,000 (2016/17, £200,000 - £205,000). This was 7.1 times (2016/17, 7.3) the median remuneration of the workforce, which was £28,667 (2016/17, £27,552).

In 2017/18, 3 (2016/17, 3) employees received remuneration in excess of the highest-paid director. Remuneration for staff ranged from £16,523 to £222,051 (2016/17 £16,132 to £289,519).

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

The employees who received remuneration in excess of the highest paid director in 2017/18 were all medical staff as in 2016/17. None of these staff are related to the Chairman, Executive Directors or Non-officer Members.

4. Directors Pension Benefits

The NHS scheme requires that employees pay from 5% up to 14.5%, on a tiered scale, of their earnings, into the NHS Pension Scheme, with the employer contributing 14.3% (the employer's contribution to the NHS Pension Scheme is excluded from the salary figures shown below for Executive Directors).

Cash Equivalent Transfer Value

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capital value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures and the other pension details include the value of any pension benefits in another scheme or arrangement which the individual has transferred to the NHS pension scheme. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.

Real Increase in CETV

This reflects the increase in CETV effectively funded by the employer. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another scheme or arrangement) and uses common market valuation factors for the start and end of the period

The disclosures in the table below do not apply to non-officer members as they are not members of the NHS Pension Scheme and do not receive pensionable remuneration. This table excludes titles which remain as disclosed in the table in section 3 above. It should also be noted that the table below only includes Directors in post at 31st March 2018 since the NHS Pensions Agency is unable to provide the relevant information on pensions for staff who have left or are no longer acting as Executive Directors.

Name	Title	Real Increase/ (Decrease) in Pension @ Age 60 (bands of £2,500) £000	Real Increase/ (Decrease) in Pension Lump Sum @ Age 60 (bands of £2,500) £000	Total accrued Pension at age 60 at 31 March 2018 (bands of £5,000) £000	Lump Sum at age 60 related to accrued Pension at 31 March 2018 (bands of £5,000) £000	Cash Equiv. Transfer Value at 01/04/2018 £000	Cash Equiv. Transfer Value at 31/03/2017 £000	Real increase in Cash Equiv. Transfer Value £000	Employer's contrib. to stake-holder pension £000
T Myhill	Chief Executive	5-7.5	0-2.5	60-65	170-175	1178	1021	126	0
L Hamilton	Director of Finance	0-2.5		0-5		25	0	25	0
C White	Interim Chief Operating Officer	0-2.5	5-7.5	50-55	155-160	1104	980	95	0
K Lorenti	Acting Director of Human Resources	2.5-5	7.5-10	20-25	55-60	429	334	85	0
S Husbands	Director of Public Health	30-32.5	95-97.5	30-35	95-100	651	0	651	0
S Harrop- Griffiths	Director of Strategy	0-2.5	(0-2.5)	45-50	115-120	801	724	55	0

Name	Title	Real Increase/ (Decrease) in Pension @ Age 60 (bands of £2,500) £000	Real Increase/ (Decrease) in Pension Lump Sum @ Age 60 (bands of £2,500) £000	Total accrued Pension at age 60 at 31 March 2018 (bands of £5,000) £000	Lump Sum at age 60 related to accrued Pension at 31 March 2018 (bands of £5,000) £000	Cash Equiv. Transfer Value at 01/04/2018 £000	Cash Equiv. Transfer Value at 31/03/2017 £000	Real increase in Cash Equiv. Transfer Value £000	Employer's contrib. to stake-holder pension £000
P Wenger	Director of Corporate Governance/Board Secretary	2.5-5	5-7.5	30-35	75-80	504	424	68	0

- L Hamilton has no lump sum as she is not a member of the 1995 NHS Pension Scheme. She is a member of the 2015 NHS Pension Scheme where no lump sum is payable.
- A Hopkins chose not to be covered by the NHS Pensions Arrangement in 2017/18
- H Laing and C Morrell were not covered by the NHS Pension Arrangements in 2016/17 or 2017/18.

5. Contracts of employment

With the exception of the Interim Director of Nursing & Patient Experience (A Hopkins) and the Interim Chief Operating Officer (C White), all Executive Directors are on permanent Contracts of Employment. Executive Directors are required to give the Health Board three months notice

and are eligible to receive three months notice from the Health Board. The policy on duration of contracts, notice period and termination periods is that set by the Welsh Government.

A Hopkins, Interim Director of Nursing has been appointed on a 6 month contract via a PSC which commenced on 4th December 2017.

C White, Interim Chief Operating Officer is employed on a 12 month secondment from Cwm Taf Health Board which commenced on 1st December 2017. C White has a permanent contract with Cwm Taf Health Board.

The only provisions for early termination are as allowed by the NHS Pension Scheme (compensation for premature retirement) regulations. In all other cases of early termination this will be as detailed in individuals' contract of employment.

6. Other information

There are no local pay bargaining initiatives within the Health Board. No payments have been made for Professional Indemnity Insurance for any Officer or Director.

7. Staff Report Section

This section of the report includes information on staff numbers, composition, sickness absence data, staff policies applied during the year, expenditure on consultancy, off-payroll engagements and exit packages.

7.1 Staff Numbers and Composition

The average number of employees by staff group for 2017/18 is set out in the table below, along with the comparison for 2016/17. The average is calculated as the whole time equivalent number of employees under contract of service at the end of each calendar month in the financial year, divided by the number of months in the financial year.

Staff Group	Permanent Staff	Agency Staff	Total 2016/17	2015/16
Administration, Clerical & Board Members	2,475	26	2,501	2,494

Staff Group	Permanent Staff	Agency Staff	Total 2016/17	2015/16
Medical & Dental	1,351	35	1,386	1,376
Nursing, Midwifery registered	4,458	109	4,567	4,540
Professional, Scientific & technical staff	439	0	439	473
Additional Clinical Services	2,780	18	2,798	2,795
Allied Health Professions	904	3	907	890
Healthcare Scientists	322	6	328	320
Estates and Ancillary	1,384	35	1,419	1,451
Students	9	0	9	14
Totals	14,122	232	14,354	14,353

This Health Board has 16,094 employees, of which 8 are Executive Directors, of these staff, 3,512 are male, including 2 Executive Directors, and 12,582 are female, including 6 female Executive Directors.

There are also 10 Non-officer Members, of which 6 are male and 4 are female.

7.2 Sickness Absence Data

	2017/18	2016/17
Total days lost		290,047.56
Short Term Sickness (27 days or less)		81,514.99
Long Term Sickness (28 days or more)		208,532.56
Total staff years		13,880.68
Average working days lost		13
Total staff employed in period (headcount)		15,946
Total staff employed in period with no absence (headcount)		5,916
Percentage staff with no sick leave		37.76%

7.3 Staff Policies applied during the year:

The staff policy on equality was applied during the year to address the following:

- For giving full and fair consideration to applications for employment by the Health Board made by disabled persons, having regard to their particular aptitudes and abilities.
- For continuing the employment of, and for arranging appropriate training for, employees of the Health board who have become disabled persons during the period when they were employed by the Health Board.
- Otherwise for the training, career development and promotion of disabled persons employed by the Health Board.

7.4 Expenditure on Consultancy

As disclosed in Note 3.3 of the Health Board's Accounts, the Health Board incurred expenditure of £0.476m on Consultancy Services in 2017/18. Expenditure on Consultancy Services is incurred when outside expertise is required by the Health Board to support the Health Board in managing its services and functions on a day to day basis. Such examples include:

- Management Consultancy to support performance improvement through independent reviews of the Health Board's Clinical Services and benchmarking of clinical and other performance data.
- Management Consultancy to support the Health Board with staffing and other operational management issues.
- External advice and support to the Health Board in implementing staff development and training programmes including coaching for performance and mentoring.

7.5 Off-payroll Engagements

Table 1: For all off-payroll engagements as of 31 March 2018, for more than £245 per day and that last for longer than six months

Number of existing engagements as of 31 March 2018	2
Of which...	
Number that have existed for less than one year at time of reporting.	2
Number that have existed for between one and two years at time of reporting.	0
Number that have existed for between two and three years at time of reporting.	0
Number that have existed for between three and four years at time of reporting.	0
Number. that have existed for four or more years at time of reporting.	0

Table 2: For all new off-payroll engagements, or those that reached six months in duration, between 1 April 2017 and 31 March 2018, for more than £245 per day and that last for longer than six months

Number of new engagements, or those that reached six months in duration, between 1 April 2017 and 31 March 2018	4
Number of these engagements which were assessed as caught by IR35	3
Number of these engagements which were assessed as not caught by IR35	1
Number of these engagements that were engaged directly (via PSC contracted to department) and are on the departmental payroll;	2
Number of these engagements that were reassessed for consistency/assurance purposes during the year whom assurance has been requested but not received;	1
Number that saw a change to IR35 status following the consistency review.	1

Table 3: For any off-payroll engagements of board members, and/or, senior officials with significant financial responsibility, between 1 April 2017 and 31 March 2018

Number of off-payroll engagements of board members, and/or, senior officials with significant financial responsibility, during the financial year.	1
Details of the exceptional circumstances that led to each of these engagements.	On resignation of the Director of Nursing & Patient Experience in December 2017, temporary cover has been provided off payroll via a PSC for a 6 month period. The permanent Director of Nursing & Patient Experience has been appointed

	who is not the person providing the temporary cover and will commence in post in July 2018.
Details of the length of time each of these exceptional engagements lasted	Commenced on 4 th December 2017 for a 6 month period
Total number of individuals both on and off-payroll that have been deemed “board members and/or senior officials with significant financial responsibility”, during the financial year. This figure includes engagements which are ON PAYROLL as well as those off-payroll.	1

It is confirmed that all existing off-payroll engagements, outlined above, have at some point been subject to an IR35 assessment using the HM Revenue & Customs online assessment tool.

7.6 Exit packages

The figures disclosed relate to exit packages agreed in the year. The actual date of departure might be in a subsequent period, and the expense in relation to the departure costs may have been accrued in a previous period. The data here is therefore presented on a different basis to other staff costs and expenditure noted in the Health Board’s Annual Accounts.

	2017-18				2016-17
<u>Staff Numbers</u>					
Exit packages cost band (including any special payment element)	Number of compulsory redundancies	Number of other departures	Total number of exit packages	Number of departures where special payments have been made	Total number of exit packages
less than £10,000	0	0	0	0	0
£10,000 to £25,000	0	1	1	0	0
£25,000 to £50,000	0	0	0	0	0
£50,000 to £100,000	0	1	1	0	2
£100,000 to £150,000	0	0	0	0	0
£150,000 to £200,000	0	0	0	0	1
more than £200,000	0	0	0	0	0
Total	0	2	2	0	3
<u>Exit Packages Costs</u>					
Exit packages cost band (including any special payment element)	Cost of compulsory redundancies	Cost of other departures	Total cost of exit packages	Cost of special element included in exit packages	Total cost of exit packages
	£	£	£	£	£'
less than £10,000	0	0	0	0	0
£10,000 to £25,000	0	24,421	24,421	0	0
£25,000 to £50,000	0	0	0	0	0
£50,000 to £100,000	0	92,328	92,328	0	103,433

	2017-18				2016-17
£100,000 to £150,000	0	0	0	0	107,988
£150,000 to £200,000	0	0	0	0	166,665
more than £200,000	0	0	0	0	0
Total	0	116,749	116,749	0	270,098

Of the exit packages disclosed above:

- 1 packages comprises redundancy and other departure costs paid in accordance with the provisions of the NHS Voluntary Early Release Scheme (VERS); and
- 1 package relates to the former Director of Human Resources under a Settlement Agreement whereby the terms were approved by the Remuneration Committee and in accordance with Welsh Government guidance.

Exit costs are accounted for in full in the year of departure. Where the Health Board has agreed early retirements, the additional costs are met by the Health Board and not by the NHS pension's scheme. Ill health retirement costs are met by the NHS pension's scheme and are not included in the table.