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Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>19<sup>th</sup> May 2022</b>	<b>Agenda Item</b>	<b>2.2</b>
<b>Report Title</b>	<b>Draft Remuneration and Staff Report</b>		
<b>Report Author</b>	Andrew Biston, Assistant Director of Finance (Accounting & Governance)		
<b>Report Sponsor</b>	Darren Griffiths, Director of Finance and Performance		
<b>Presented by</b>	Darren Griffiths, Director of Finance and Performance		
<b>Freedom of Information</b>	Closed		
<b>Purpose of the Report</b>	To provide the Audit Committee with the draft remuneration and staff report for 2021-22 which forms a part of the Accountability Report which is submitted to Welsh Government as an element of the Health Board's Annual Report.		
<b>Key Issues</b>	<p>The report provides information in relation to Executive Directors' and Independent 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.</p> <p>At the time of writing this report (5<sup>th</sup> May 2022) the data on sickness absence for the 2021-22 financial year is not yet available. It is anticipated that this information will be available towards the end of week commencing 9<sup>th</sup> May 2022 at which point it will be added to the draft report. The draft report will also be subject to audit by Audit Wales as part of the accounts closedown process.</p>		
<b>Specific Action Required</b> <i>(please ✓ one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
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<b>Recommendations</b>	<p>Members are asked to:</p> <ul style="list-style-type: none"> <li>• <b>Approve</b> the draft Remuneration and Staff Report for submission to Welsh Government as part of the Health Board's Annual Report for 2021-22.</li> </ul>		

Governance and Assurance		
Link to Enabling Objectives (please choose)	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
(please choose)	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
There are no direct quality, safety and patient experience issues associated with this report.		
Financial Implications		
There are no direct financial implications associated with this report.		
Legal Implications (including equality and diversity assessment)		
There are no direct legal implications associated with this report.		
Staffing Implications		
There are no direct staffing implications associated with this report.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
None		
Report History	This is an annual report to the Audit Committee. The previous report was presented to Audit Committee in May 2021.	
Appendices	Appendix A provides the draft Remuneration and Staff Report for 2021-22 which forms part of the Accountability Report Section of the Annual Report.	