



**North East and  
North Cumbria**

## **NHS North East & North Cumbria Remuneration Guidance**

### Introduction

This statement summarises NHS North East and North Cumbria's (hereafter referred to as the ICB) approach to staff remuneration.

The ICB Chair is appointed by NHS England with the approval of the Secretary of State. The ICB Chief Executive is appointed by the ICB Chair subject to approval of NHS England.

The ICB Chair approves the appointment of Board members.

### Governance

The ICB has established a Remuneration Committee (made up wholly of non-executive director members) responsible for:

Approving the terms and conditions, remuneration and travelling or other allowances for employees of the ICB and other persons providing services to the ICB. The ICB is guided by Agenda for Change but will follow national guidance for other roles too.

Approving the terms and conditions, remuneration and travelling or other allowances for Board members, including pensions and gratuities, except for the following:

- A Panel of the Board (comprising the Chair, Chief Executive and Executive Chief People Officer) determines remuneration for non-executive members of the Board
- Remuneration for the ICB Chair is set by NHS England.

Where a conflict of interest arises then the chair of Remuneration Committee will require conflicted parties to leave the meeting.