

Two New NHS Boardroom Pay Reports:

NHS Trusts & Clinical Commissioning Groups

- 1 First in-depth look at top pay in clinical commissioning groups (CCGs)
- 2 Most comprehensive guide to boardroom remuneration in NHS hospital trusts

REPORT 2
February 2015

NHS Clinical Commissioning Groups:

Boardroom Pay 2015

- First comprehensive overview of pay in this new sector of the NHS.
- Where did CCGs position themselves in terms of pay relative to guidance levels and pay frameworks?
- Analysis of key job roles in 200 CCGs by population size, number of GP practices, net operating costs, region and employee numbers.

“The first batch of annual reports analysed by e-reward.co.uk reveals that most CCGs decided to pay their two most senior directors more than the guidance levels . . . 58% of all chief officers and chief finance officers were paid salaries above the recommended range maximum.”

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Clinical Commissioning Groups: Boardroom Pay 2015

- › A first look at pay in this new part of the NHS.
- › Covers both executive and non-executive roles.
- › Data collected for 2,000 positions from 98% of CCGs and over 40 job roles.
- › Have CCGs moved away from the original remuneration guidance levels?
- › How much was paid to those roles not covered by the original pay guidance?
- › Did amounts vary according to key measures of size and complexity such as population size, number of GP practices and net operating costs?

REPORT 3
March 2015

NHS Hospital Trusts:

Boardroom Pay 2015

- In-depth benchmarking information on 20 executive director roles based on 2,000 individuals.
- Data taken from 95% of the hospital trusts and health boards in England, Scotland, Wales and Northern Ireland.
- Analysis by trust type, foundation trust status, region, trust income and employee numbers.

“NHS hospital trusts are coming under increasing scrutiny, so it’s vital to recruit and retain the most talented board-level decision-makers. Remuneration plays an important part in this equation and NHS Hospital Trusts: Boardroom Pay 2015 is an essential source of detailed information in this area.”

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NHS Hospital Trusts: Boardroom Pay 2015

- › In-depth benchmarking information on over 20 executive director roles based on more than 2,000 individuals.
- › Covers both executive and non-executive roles.
- › Data taken from 95% of hospitals trusts and health boards in England, Scotland, Wales and Northern Ireland.
- › How did pay differ between foundation and non-foundation trusts?
- › With growing independence and more responsibility for non-executive directors, have fee levels changed significantly?



Clinical Commissioning Groups: Boardroom Pay 2015

The NHS is going through a period of unparalleled change, most notably, with the introduction of clinical commissioning groups. The initial pay guidance levels provided to CCG remuneration committees have made way for greater independence so organisations now have greater freedom to determine the pay levels of those they employ in their top roles.

Our pay researchers have been examining boardroom remuneration in the NHS for over 20 years. As well as trusts, they have followed the numerous changes, analysing pay in PCTs, CCG clusters and now CCGs.

We examine:

- › Have CCGs moved away from the initial guidance levels provided for some of the key board level roles?
- › What are the going rates for these positions and those jobs not covered by the original advice?
- › How do pay rates vary according to the various measures of size and complexity?

Over **40** job roles analysed

The report describes the current pay landscape in CCGs, drawing on data from over **2,000** individuals employed by more than **200** of the new CCGs.

Our analysis covers over 40 full- and part-time positions including:

- › Accountable officer
- › Chief officer
- › Chief clinical officer
- › Chief financial officer
- › Chief operations officer
- › Nursing director
- › Commissioning director
- › Corporate affairs/services director
- › Governance director
- › Engagement director
- › Strategy director
- › Transformation director
- › Service development/delivery
- › Quality director
- › Chair
- › Clinical lead
- › Lay member
- › Locality lead
- › Practice manager
- › Secondary care doctor.

For each position, only those in post for a full 12 months are analysed and for shared posts, the full amount earned across all CCGs is used.

This is the most comprehensive survey of pay in CCGs available. It's an invaluable resource for CCG remuneration committee chairs, HR and reward specialists and anyone interested in this new part of the NHS.

Analysis by key variables

Where sample sizes permit, data is further examined according to:

- › number of GP practices
- › net operating costs
- › staff numbers
- › population size
- › region.

The report analyses:

- › basic salary
- › taxable benefits
- › bonuses
- › 'other' remuneration
- › total remuneration for directors in post for the full 12 months.

Order your copy of the report now!

Title: NHS Clinical Commissioning Groups: Boardroom Pay 2015.

Published by: E-reward.co.uk

Format: 100+ page PDF report covering over 2,000 individuals in more than 200 CCGs.

Price: £150 + VAT (£250 + VAT for both reports).

Buy your copy of the report today or enquire about purchasing bespoke data:

Email: paul@e-reward.co.uk

Tel: +44 (0)161 432 2584



NHS Hospital Trusts: Boardroom Pay 2015

NHS hospital trusts are more established than CCGs. Yet they still face considerable challenges to motivate their top executives – especially against a backdrop of severe financial restraint.

Trusts are also coming under increasing scrutiny so it's vital for them to recruit and retain their most talented board-level decision-makers. Remuneration plays an important part in this equation and the *NHS Hospital Trusts: Boardroom Pay 2015* is an essential source of detailed information on this area.

Our pay researchers have been examining boardroom remuneration in the NHS for over 20 years. As well as trusts, they have followed the numerous changes, analysing pay in PCTs, CCG clusters and now CCGs.

This is the most comprehensive survey of pay in hospitals in the UK. It's an invaluable resource for remuneration committee chairs, human resource and reward specialists and anyone interested in this part of the NHS.

Trust directors' pay analysis

Our overview of the latest findings is followed by chapters providing aggregate breakdowns of the remuneration of all the **key board roles** including:

- › Chief executives
- › Finance directors
- › Medical directors
- › Operations directors
- › HR directors
- › Nursing directors
- › Facilities directors
- › Planning directors
- › Strategy directors
- › Service/delivery/development directors
- › Non-executive directors
- › Chairs.

Analysis of foundation and non-foundation trusts

With the greater independence afforded to foundation trusts, the report examines whether remuneration levels differ significantly from their non-foundation counterparts. **There are chapters analysing both foundation and non-foundation trusts for each of the key NHS trust roles.**

Independence has also placed a greater emphasis on the roles of **non-executive directors so the report investigates these positions alongside the fees received by trust chairs.**

Analysis by key trust variables

Data is analysed by:

- › trust income
- › trust type
- › employee numbers
- › region.

The report analyses:

- › basic salary
- › taxable benefits
- › bonuses
- › 'other' remuneration
- › total remuneration for directors in post for the full 12 months.

In total, over 2,000 directors are examined from over 250 organisations. The report covers positions in 95% of hospitals and health boards in England, Scotland, Wales and Northern Ireland.

Order your copy of the report now!

Title: NHS Hospital Trusts: Boardroom Pay 2015.

Published by: E-reward.co.uk

Format: 110 page PDF report covering over 2,000 individuals in 258 hospital trusts and health boards in England, Scotland, Wales and N. Ireland.

Price: £150 + VAT (£250 + VAT for both reports).

Buy your copy of the report today or enquire about purchasing bespoke data:

Email: paul@e-reward.co.uk

Tel: +44 (0)161 432 2584

Bespoke pay data also available

Purchase bespoke data at **competitive prices** so you can drill down to the specific data you require.

CCG bespoke data

Identify precisely the rates in organisations of a similar size and complexity to your own.

Data for each job can be split according to:

- › number of GP practices
- › net operating costs
- › staff numbers
- › population size
- › region.

The CCG report covers the most common job roles but our pay database also includes a number of specialist roles that should also be of interest.

NHS trust bespoke data

Remuneration data for each job can be split according to key NHS trust variables including:

- › trust income
- › trust type
- › employee numbers
- › region.

The NHS trusts report covers the most common job roles in hospital trusts and health boards but our pay database also includes a number of specialist roles that may also be of interest.



Bespoke data can be supplied as a Microsoft Excel file or other format if possible.

For more details and a price quote, please contact:

Email: paul@e-reward.co.uk

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About E-reward.co.uk

Established in 1999, E-reward.co.uk is a leading provider of reward management information through its web site, research, conferences, training and executive remuneration database. Our industry expertise has been delivering the latest thinking, research and education in reward management through:

- › Web site, e-newsletter and reward magazine, bringing you news, comment and advice on the reward issues of the day – the definitive resource on all matters of interest to the reward specialist.
- › Conferences and exhibitions showcasing good practice in employee reward.
- › An alliance with WorldatWork to offer its internationally-recognised (GRP) reward qualification in the UK.
- › An executive remuneration database providing comprehensive and accurate information on this evolving area of reward.
- › Original research designed to advance the theory and practice of reward management.

Our high quality, relevant information and education helps reward professionals strengthen their skills and understanding, and form intelligent views and opinions.