



## **YORLMC LTD: Remuneration policy**

YOR Local Medical Committee Limited (YORLMC Ltd) works in conjunction with Bradford & Airedale Local Medical Committee (BA LMC) and North Yorkshire Local Medical Committee (NY LMC) and is the professional voice for all NHS GPs and practice teams across the areas of North Yorkshire, the City of York & Bradford, Airedale, Wharfedale & Craven districts. YORLMC Ltd is a gateway to pastoral care and provides personal and confidential support for GPs and practices in difficulty or experiencing major change. It also provides personal advice and support for practices on a wide range of issues.

### **1 PURPOSE AND PRINCIPLES**

This policy provides the framework for the remuneration of YORLMC directors, LMC officers, LMC members, YORLMC Ltd employees and LMC contractors whom carry out activities on behalf of the company.

The remuneration committee [RemCom] ('the committee'), as laid down by the scheme of delegation, has the express right to consider all matters related to remuneration with regard to the above parties.

YORLMC's remuneration principles are designed to attract and retain to the Company persons that possess relevant skills, knowledge and experience to oversee the Company's achievement of its performance and strategy goals with emphasis on ensuring strong representation for YORLMC constituent general practitioners.

### **2 DECISION MAKING PROCESS OF THE REMUNERATION COMMITTEE**

The decision making and reporting process of the remuneration committee is laid down in its terms of reference.

Ordinarily, the Remuneration Committee shall comprise of three members, two non-employed Executive Directors and one employed Director

For clarity, once consideration has been given to the recommendations of the committee by the YORLMC Board (whether any recommendations as submitted by the Remuneration Committee are accepted as a whole, rejected or amended as appropriate), the decision of the YORLMC Board shall be final.

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YOR Local Medical Committee Limited (YORLMC Ltd)

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Registered as a Company limited by Guarantee. Registered in England No. 06349731.

*Chief Executive: Mrs Angela Foulston*

*Medical Secretary: Dr Brian McGregor*

### 3 RENUMERATION ELEMENTS

Category	Reward	Purpose	Indicative factors
<b>YORLMC Employees</b>	Fixed salaries	To attract, retain and appropriately reward the highest quality individuals to facilitate the maximum effectiveness of YORLMC Ltd	<ul style="list-style-type: none"> <li>• DDRB recommendations</li> <li>• Role scope/reflect levels of responsibility</li> <li>• External factors</li> <li>• Market factors</li> <li>• Appraisal</li> <li>• Supporting retention</li> </ul>
	Pensions	Pension arrangements to reflect relevant market factors and support retention	<ul style="list-style-type: none"> <li>• Changes to NHS pension scheme</li> <li>• Market factors</li> </ul>
	Short-term benefits	RemCom may choose to award, at its discretion short term benefits	<ul style="list-style-type: none"> <li>• To drive the short-term strategy and consequently contributing to the Company's long-term strategy, and recognise performance against strategic priorities</li> </ul>
<b>YORLMC employed directors</b>	Fixed salaries	To attract, retain and appropriately reward the highest quality individuals to facilitate the maximum effectiveness and leadership of YORLMC Ltd	<ul style="list-style-type: none"> <li>• As above</li> </ul>
	Pensions	Pension arrangements to reflect relevant market factors and support retention	<ul style="list-style-type: none"> <li>• As above</li> </ul>
	Short-term benefits	RemCom may choose to award, at its discretion short term benefits	<ul style="list-style-type: none"> <li>• As above</li> </ul>
<b>YORLMC Directors (non-employed directors)</b>	Fixed honoraria	To attract and retain the highest quality clinical individuals to facilitate excellent clinical representation and leadership of YORLMC's constituents	<ul style="list-style-type: none"> <li>• DDRB recommendations</li> <li>• Market conditions</li> <li>• Supporting retention</li> <li>• Role scope</li> <li>• Performance</li> </ul>
<b>YORLMC Officers</b>	Fixed honoraria	To attract and retain the highest quality clinical individuals to facilitate excellent	<ul style="list-style-type: none"> <li>• DDRB recommendations</li> <li>• Market conditions</li> <li>• Supporting retention</li> <li>• Role scope</li> </ul>

		clinical representation of YORLMC's constituents	<ul style="list-style-type: none"> <li>• Appraisal</li> </ul>
<b>YORLMC Members</b>	Ad-hoc honoraria	To attract and retain the highest quality clinical individuals to facilitate excellent clinical representation of YORLMC's constituents	<ul style="list-style-type: none"> <li>• DDRB recommendations</li> <li>• Market conditions</li> </ul>
<b>YORLMC Contractors</b>	Fixed honoraria	To attract and retain individuals that provide relevant input to support YORLMC's workstreams	<ul style="list-style-type: none"> <li>• DDRB recommendations</li> <li>• Market conditions</li> <li>• Role scope</li> <li>• Performance</li> </ul>

#### 4 STATEMENT ON EQUITABLE PAY

As an equal opportunities employer, YORLMC, in line with the general duties of the [Equality Act 2010](#), strives to;

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality
- Promote equality of opportunity and the principles of equal pay throughout it's employees and contractors

YORLMC is committed to promoting equity of opportunity for all employees, job applicants and other individuals involved or seeking to be involved in YORLMC operations and opposes and avoids all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

<b>Date</b>	<b>Author</b>	<b>Document History</b>
December 2023	Corporate Affairs Team, YORLMC Ltd	New policy Approved by YORLMC Ltd, Board 20.12.23