

GROUP STAFF PENSION SCHEMES

	RCN Council	Group Remuneration Committee	Finance and Investment Committee
	Council approves pension scheme arrangements on the recommendation from the Finance and Investment Committee	Committee advises on any proposals for major changes to the remuneration package, including the provision for and scope of pension arrangements for all staff and other terms and conditions of employment (benefits).	Committee: *periodically reviews the pension scheme arrangements and makes recommendations to Council . This includes the Triennial valuation *is given assurance by RCN Executive Team and the Group's pensions advisors

GOVERNANCE ARRANGEMENTS

Tasks and responsibilities	RCN Council	Group Remuneration Committee
GOVERNANCE STRUCTURE AND WAYS OF WORKING <i>TO NOTE - consultation may not be applicable where there is a legal requirement to comply. For example, register of interests. In these instances, communication and guidance will be shared</i>	RCN - Council approves changes to governance structures and ways of working, on recommendation from the Governance Committee	Committee: * consulted or noted on proposed changes relevant to them, as required . *will, once the decision has been made by council, where applicable, ensure changes are actioned
	Council ensures all elected and appointed members of Council and Committees have access to induction and development	Committee: * identifies its learning and development needs * agrees its induction programme accordingly and works with Governance to deliver the programme

HUMAN RESOURCES

Tasks and responsibilities	RCN Council	Group Remuneration Committee
APPOINTMENT OF GENERAL SECRETARY AND CHIEF EXECUTIVE	<p>Council:</p> <p>*approves the process for recruiting a General Secretary and Chief Executive, on recommendation from the Group Remuneration Comm</p> <p>*approve the appointment of the GS&CE, on recommendation from the Group Remuneration Committee</p>	<p>Committee:</p> <p>*convenes and oversees the appointments panel for the General Secretary and Chief Executive and recommends appointment to Council</p> <p>* approves any annual pay increase for the GS & CE</p>
STAFF TERMS AND CONDITIONS OF EMPLOYMENT	<p>Council is notified of changes to the RCN remuneration strategy and remuneration policies by the Executive Team</p>	<p>Committee reviews all redundancy payments made to staff and ex-gratia payments and settlement agreements over £50k made to staff members</p>

EQUITY, DIVERSITY AND INCLUSION

Tasks and responsibilities	RCN Council	Group Remuneration Committee
CHAMPION OF DIVERSITY AND HUMAN RIGHTS IN THE HEALTH AND SOCIAL CARE SECTOR	<p>Council approves and champions the Group EDI strategy, on the recommendation of the Group EDI Committee.</p>	<p>Committee consulted in the development of the Strategy and ensures adherence to the strategy within its scope</p>