

**THE STATE HOSPITALS BOARD FOR SCOTLAND
ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019**

ACCOUNTABILITY REPORT - REMUNERATION AND STAFF REPORT

BOARD MEMBERS' AND SENIOR EMPLOYEES' REMUNERATION

The Board is supported by a number of committees as mentioned in the Governance Statement on pages 13 to 19.

Remuneration of board members and senior employees is determined in line with directions issued by the Scottish Government. All posts at this level are subject to rigorous job evaluation arrangements and the pay scales applied reflect the outcomes of these processes. All extant policy guidance issued by the SGHSCD has been appropriately applied and agreed by the Remuneration Committee.

Performance appraisals for executive members are carried out in line with the guidance from the Scottish Government and overseen by the Remuneration Committee. Annual pay rises for Executive Directors are dependent on achieving specified levels of performance.

In accordance with the Financial Reporting Manual (FrM) and the Companies Act, publication of the 'pension benefits' is required. This calculation aims to bring public bodies in line with other industries in disclosing an assessed cumulative pension benefit for a standard 20 year period, which is the estimated life span following retirement.

The 'Total earnings in year' column shows the remuneration relating to actual earnings payable in 2018/19 and 2017/18.

The tables on the following pages provide a breakdown of Executive and Non Executive Directors' remuneration in 2018/19 and 2017/18 and have been audited by the Board's auditors.

**THE STATE HOSPITALS BOARD FOR SCOTLAND
ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019**

ACCOUNTABILITY REPORT - REMUNERATION AND STAFF REPORT *continued*

BOARD MEMBERS' AND SENIOR EMPLOYEES' REMUNERATION *continued*

2018/19 Remuneration fell within the following bandings:

	Gross salary (bands of £5,000)	Bonus payments (bands of £5,000)	Benefits in kind £000	Total earnings in year (bands of £5,000)	Pension benefits £000	Total remuneration (bands of £5,000)
Total Remuneration of:						
Executive Directors						
J Crichton Chief Executive	100-105	-	-	100-105	34	135-140
L Thomson Medical Director	160-165	-	-	160-165	-	165-170
R McNaught Finance & Performance Management Director (0.4wte seconded out from 1 January 2018 up to 30/11/2018)*	70-75	-	5.4	70-75	29	105-110
M Richards Director of Nursing & AHP	85-90	-	1.5	85-90	52	140-145

Non Executive Directors

T Currie Chairperson	25-30	-	1.9	25-30	-	30-35
W Brackenridge Non Executive	5-10	-	-	5-10	-	5-10
E Carmichael Non Executive (Left 30/11/2018)	5-10	-	0.1	5-10	-	5-10
N Johnston Non Executive	5-10	-	0.6	5-10	-	5-10
M Whitehead Non Executive	5-10	-	0.5	5-10	-	5-10
D Mcconnell Non Executive (Started 1/12/2018)	0-5	-	-	0-5	-	0-5
A Gillan Employee Director	35-40	-	-	35-40	0.5	35-40

D Irwin Security Director (Retired November 2018)	55-60	-	-	55-60	-	55-60
D Walker Security Director (from December 2018)						
J White Interim HR Director (from 1 April 2017 to September 2018) **	20-25	-	-	20-25	-	20-25
K Sandilands Interim HR Director (from 1 October 2018) **	20-25			20*25		20-25
Total	-	-	10.0	-	116	

The Medical Director's salary includes £36k in respect of Board duties.

The Employee Director's salary includes £8k in respect of Board duties.

* The salary disclosed is for 0.6wte from 1 April 2018 to November 2018, and the full time equivalent earnings in year is in the band £95k - £100k.

** The salary disclosed is for 0.25wte each of the HR Directors, and the full time equivalent earnings in year is in the band £90k - £95k.

**THE STATE HOSPITALS BOARD FOR SCOTLAND
ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019**

ACCOUNTABILITY REPORT - REMUNERATION AND STAFF REPORT *continued*

BOARD MEMBERS' AND SENIOR EMPLOYEES' REMUNERATION *continued*

2017/18 Remuneration fell within the following bandings:

	Gross salary (bands of £5,000)	Bonus payments (bands of £5,000)	Benefits in kind £000	Total earnings in year (bands of £5,000)	Pension benefits £000	Total remuneration (bands of £5,000)
Total Remuneration of:						
Executive Directors						
J Crichton Chief Executive	95-100	-	-	95-100	-	95-100
L Thomson Medical Director	165-170	-	-	165-170	-	165-170
R McNaught Finance & Performance Management Director (0.4wte seconded out from 1 January 2018)*	85-90	-	4.6	85-90	24	105-110
M Richards Director of Nursing & AHP	80-85	-	1.5	80-85	28	110-115

Non Executive Directors

T Currie Chairperson	25-30	-	1.7	25-30	-	25-30
W Brackenridge Non Executive	5-10	-	0.9	5-10	-	5-10
E Carmichael Non Executive	5-10	-	0.2	5-10	-	5-10
N Johnston Non Executive	5-10	-	0.9	5-10	-	5-10
M Whitehead Non Executive	5-10	-	0.5	5-10	-	5-10
A Gillan Employee Director	35-40	-	-	35-40	1	35-40

D Irwin Security Director	85-90	-	-	85-90	7	90-95
J White Interim HR Director (from 1 April 2017) **	20-25	-	-	45-50	-	45.50
K Sandilands Interim HR Director (from 1 October 2018)**	20-25	-	-	45-50	-	45-50
Total	-	-	10.3	-	60	-

The Medical Director's salary includes £36k in respect of Board duties.

The Employee Director's salary includes £8k in respect of Board duties.

*The salary disclosed fi for 0.6wte from 1 January 2018, and the full time equivalent earnings in year is in the band £90k - £95k.

**The salary disclosed if for 0.25wte, and the full time equivalent earnings in year is in the band £90k - £95k.

**THE STATE HOSPITALS BOARD FOR SCOTLAND
ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019**

ACCOUNTABILITY REPORT - REMUNERATION AND STAFF REPORT *continued*

BOARD MEMBERS' AND SENIOR EMPLOYEES' REMUNERATION *continued*

2018/19 Pension values fell within the following bandings:

Total Pension Values of:	Total accrued pension at age 60 as at 31 March 2019 (bands of £5,000)	Total accrued lump sum at age 65 as at 31 March 2019 (bands of £5,000)	Real increase in pension at age 60 (bands of £2,500)	Real increase in lump sum at age 65 as at 31 March 2019 (bands of £2,500)	Cash equivalent transfer value (CETV) at 31 March 2018 £000	Cash equivalent transfer value (CETV) at 31 March 2019 £000	Real increase in CETV in year £000
Executive Directors							
J Crichton Chief Executive	50-55	150-155	0-2.5	5-7.5	1043	1112	55
L Thomson Medical Director	-	-	-	-	-	-	-
R McNaught Finance & Performance Management Director	10-15	0-5	0-2.5	0-2.5	115	145	30
M Richards Director of Nursing & AHP	40-45	0-5	2.5-5	0-2.5	511	561	50

Non Executive Directors

T Currie Chairperson	-	-	-	-	-	-	-
W Brackenridge Non Executive	-	-	-	-	-	-	-
E Carmichael Non Executive	-	-	-	-	-	-	-
N Johnston Non Executive	-	-	-	-	-	-	-
M Whitehead Non Executive	-	-	-	-	-	-	-
D Mcconnell Non Executive (started 1/12/2018)	-	-	-	-	-	-	-
A Gillan Employee Director	10-15	30-35	0-2.5	0-2.5	227	237	6

D Irwin Security Director	40-45	120-125	0-2.5	0-2.5	878	891	6
J White Interim HR Director (from 1 April 2017) *	-	-	-	-	-	-	-
K Sandilands Interim HR Director (from 1 October 2018)*	-	-	-	-	-	-	-
Total					2774	2946	147

* No pension information has been disclosed as this will be disclosed in the accounts of the NHS board that employs this secondees.

**THE STATE HOSPITALS BOARD FOR SCOTLAND
ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2019**

ACCOUNTABILITY REPORT - REMUNERATION AND STAFF REPORT *continued*

BOARD MEMBERS' AND SENIOR EMPLOYEES' REMUNERATION *continued*

2017/18 Pension values fell within the following bandings:

Total Pension Values of:	Total accrued pension at age 60 as at 31 March 2017 (bands of £5,000)	Total accrued lump sum at age 65 as at 31 March 2017 (bands of £5,000)	Real increase in pension at age 60 (bands of £2,500)	Real increase in lump sum at age 65 as at 31 March 2017 (bands of £2,500)	Cash equivalent transfer value (CETV) at 31 March 2016 £000	Cash equivalent transfer value (CETV) at 31 March 2017 £000	Real increase in CETV in year £000
Executive Directors							
J Crichton Chief Executive	40-45	120-125	0-2.5	0-2.5	794	824	16
L Thomson Medical Director	-	-	-	-	-	-	-
R McNaught Finance & Performance Management Director	5-10	0-5	0-2.5	0-2.5	88	114	26
M Richards Director of Nursing & AHP	30-35	80-85	0-2.5	0-2.5	476	513	37

Non Executive Directors

T Currie Chairperson	-	-	-	-	-	-	-
W Brackenridge Non Executive	-	-	-	-	-	-	-
E Carmichael Non Executive	-	-	-	-	-	-	-
N Johnston Non Executive	-	-	-	-	-	-	-
M Whitehead Non Executive	-	-	-	-	-	-	-
A Gillan Employee Director	5-10	25-30	0-2.5	0-2.5	192	201	6

D Irwin Security Director	30-35	95-100	0-2.5	0-2.5	627	661	22
J White Interim HR Director (from 1 April 2017)	-	-	-	-	-	-	-
Total	-	-	-	-	2,177	2,313	107