

## **Bucks LEP Remuneration & Nomination Committee - December 18<sup>th</sup> 2020**

At the Bucks LEP Board meeting of November 13<sup>th</sup> it was agreed that a Remuneration and Nomination Committee (RemNom) be established under the Chairmanship of Andrew Smith and supported by one private sector board member, Michael Garvey, and one public sector Board member, Cllr John Read.

It is proposed that the Remuneration & Nomination Committee (RemNom) will serve two key purposes in relation to remuneration and nomination:

- **Remuneration** - Determine the remuneration and terms of service of the LEP Chief Executive and LEP Executive Team.
- **Nomination** - Support the Chair in ensuring the LEP is led by an effective Board of Directors and Executive Team, and to support the recruitment process for new Board Members.

As part of the LEP incorporation process, and to comply with the National Assurance and Accountability Framework, there is a commitment to ensuring the LEP operates more independently from its accountable body. To support this process the LEP are seeking to employ directly 6 members of staff who are currently seconded to the LEP from their current employer, Buckinghamshire County Council.

To commence this process the LEP have applied to be an admitted body to the current Local Government Pension scheme. An actuary report has been prepared which has requested that to join the scheme the LEP will need to post a Bond of circa £250k to cover any default against future pension liabilities. A copy of the actuary Bond and Contribution report is attached for information.

The RemNom Committee are asked to support the posting of this bond and to endorse the commencement of the TUPE consultation process alongside the current employing body, Buckinghamshire County Council.

Employment lawyer Lyndsey Abbott from the Buckinghamshire based legal practice Moorcrofts <https://moorcrofts.com/team/lindsey-abbott/> will be in attendance to support any questions the board may have in this process. She will be joined by Angela Gray from the Buckinghamshire County Council HR Team to provide an overview of the TUPE and staff transfer process.