

Remuneration Report

All permanent executive directors are appointed by the Trust through an open, national recruitment process.

All have substantive contracts and have annual appraisals.

Executive director salaries are determined following comparison with similar posts in the NHS and wider public sector and are reviewed by the Remuneration and Terms of Service Committee. In determining the remuneration packages of executive directors and senior managers the Trust fully complies with guidance issued by the Department of Health and the chief executive of the NHS, as supplemented and advised by NHS North of England as the Strategic Health Authority responsible for Yorkshire and the Humber.

Non-executive directors are appointed by the Appointments Commission following an open selection procedure. Non-executive director appointments are usually fixed-term for four years and remuneration is in accordance with the national formula.

The Remuneration and Terms of Service Committee is a formal sub-committee of the Board. The chairman and all the non-executive directors have served as members of the committee during the year. It meets regularly to review all aspects of pay and terms of service for executive directors and senior managers. When considering the pay of executive directors and senior managers the committee applies the Department of Health annual pay settlement and the framework and guidance for very senior managers in strategic and special health authorities, primary care trusts and ambulance trusts. The current consumer price index (CPI) applied to pensions is 5.2%. The factors used to calculate the 2013 cash equivalent transfer value (CETV) have changed; the new factors used are higher than previous years. The salary of the most highly paid individual in YAS in the financial year 2012-13 was £128,873. This was 5.761 times the median salary of the workforce, which was £22,369. The median was calculated by scaling up part-time salaries to the whole time equivalent in line with guidance.

Salary Entitlements of Senior Managers

| Name and title | 2012-2013 | | | | 2011-12 | | | |
|---|--|---|---|--|---|---|---|--|
| | Salary (bands of £5,000) £000 | Other Remunera tion (bands of £5,000) £000 | Bonus Payment s (bands of £5,000) £000 | Benefits in kind (Rounded to the nearest £000 | Salary (bands of £5,000) £000 | Other Remuner ation (bands of £5,000) £000 | Bonus Payment s (bands of £5,000) £000 | Benefits in kind (Rounded to the nearest £000 |
| David Whiting Chief Executive | 125-130 | 0 | 0 | 8.8 | 125-130 | 0 | 0 | 5.9 |
| Rod Barnes ¹ Director of Finance & Performance | 95-100 | 0 | 0 | 6.7 | 45-50 | 0 | 0 | 3.2 |
| Paul Birkett-Wendes ² Executive Director of Operations | 75-80 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stephen Moir ³ Director of Workforce and Strategy | 95-100 | 0-5 | 0 | 0 | 75-80 | 5-10 | 0 | 0 |
| Stephen Page Director of Standards and Compliance | 85-90 | 0 | 0 | 1.2 | 85-90 | 0 | 0 | 3.4 |
| Dr. Alison Walker ⁴ Medical Director | 130-135 | 10-15 | 0 | 0 | 100-105 | 10-15 | 0 | 6.5 |
| David Williams ⁵ Temporary Director of Operations | 15-20 | 0 | 0 | 0 | 15-20 | 0 | 0 | 0 |

¹ Appointed 3 October 2011

² Appointed 4 June 2012

³ Other remuneration figure is 3.35% for Deputy CEO; Appointed 1 June 2011

⁴ Seconded to Yorkshire ambulance service from 1 April 2012 to 31 March 2013

⁵ Seconded to Yorkshire Ambulance Service from 1 April 2012 to 3 June 2012, temporary appointment to the Board 1 February 2012 to 3 June 2012

| | | | | | | | | |
|---|-------|---|---|---|-------|-----|-----|-----|
| Della Cannings QPM Chairman | 20-25 | 0 | 0 | 0 | 20-25 | 0 | 0 | 0 |
| Dr Elaine Bond ⁶ Non Executive Director | 5-10 | 0 | 0 | 0 | 5-10 | 0 | 0 | 0 |
| Patricia Drake Non Executive Director | 5-10 | 0 | 0 | 0 | 5-10 | 0 | 0 | 0 |
| Roger Holmes CB ⁷ Non Executive Director | 0-5 | 0 | 0 | 0 | 5-10 | 0 | 0 | 0 |
| Erfana Mahmood ⁸ Non Executive Director | 5-10 | 0 | 0 | 0 | N/A | N/A | N/A | N/A |
| Richard Roxburgh ⁹ Non Executive Director | 0-5 | 0 | 0 | 0 | 5-10 | 0 | 0 | 0 |
| Barrie Senior ¹⁰ Non Executive Director | 0-5 | 0 | 0 | 0 | N/A | N/A | N/A | N/A |
| Mary Wareing ¹¹ Non Executive Director | 5-10 | 0 | 0 | 0 | N/A | N/A | N/A | N/A |

⁶ Appointed 5 June 2012

⁷ Left 30 September 2012

⁸ Appointed 15 May 2012

⁹ Left 31 July 2012

¹⁰ Appointed 16 August 2012

¹¹ Appointed 24 April 2012

Reporting related to the Review of Tax Arrangements of Public Sector Appointees

As part of the *Review of Tax Arrangements of Public Sector Appointees* published by the Chief Secretary to the Treasury on 23 May 2012, organisations are required to publish information in relation to the number of off payroll engagements – at a cost of over £58,200 per annum – that were in place on 31 January 2012.

Off-payroll engagements at a cost of over £58,200 per annum in place on 31 January 2012

| Yorkshire Ambulance Service NHS Trust | |
|--|---|
| Number in place on 31 January 2012 | 1 |
| Of which: Number that have since come onto the Organisation's payroll | 0 |
| Of which: Number that have since been re-negotiated/re-engaged to include contractual clauses allowing the trust to seek assurance as to their tax obligations | 0 |
| Number that have not been successfully re-negotiated and therefore continue without contractual clauses allowing the trust to seek assurance as to their tax obligations | 0 |
| Number that have come to an end | 1 |
| Total | 0 |

The Trust had no new off-payroll engagements between 23 August 2012 and 31 March 2013, for more than £220 per day and more than 6 months.
