

Date of meeting	Monday 20 th April 2009
Title of paper	Payments and rewards policy and defining 'representative roles' for LINKs.
Agenda item no	8
Paper number	C2
Action required	Matters for discussions/decision: To agree one of the recommendations for the payments & rewards policy
Paper prepared by	Chair

**Payments and rewards policy and defining 'representative roles' for LINKs
Report for Wandsworth LINK Executive on Monday 20th April 09**

1. Recommendation

- 1.1 The Executive is asked to consider the 3 proposed options and decide on the policy for payment of rewards.
- 1.2 The Executive is asked to agree the payment rate of £7.50 per hour.
- 1.3 The LINK 'representative role' is agreed as define in paragraph 3.1 and
- 1.4 Expenses apply to LINK members where they take on a role that attracts a reward.

2. Introduction

- 2.1 These matters were discussed at the March Resources and Governance and Chairs' sub committees.
- 2.2 The Interim Executive agreed a policy on expenses for the Executive members (Recognition and reward policy, July 2008). This policy did not agree payment of rewards for Wandsworth LINK members or the Executive Committee for undertaking work for the LINK. The expenses policy applied to Executive Committee members. Now it is becoming clear that non executive committee members will be needed to undertake 'representative roles' on behalf of the LINK. It would be logical and consistent to pay expenses similar to that for Executive members where they are acting for the LINK in a 'representative role'.
- 2.3 One of the reasons for making payments is that if we want to involve those who are 'less well off' (patients, service users and carers) in particular areas of our work we may need to pay an element of reward to facilitate their involvement.
- 2.4 Inquires have found that fees of £6.00 (by the Mental Health Trust) and £7.50 per hour are made by the Wandsworth PCT and Wandsworth Council. More may be paid for 'expert' or specialist help. It is suggested that if we pay rewards the rate of £7.50 per hour is applicable.
- 2.5 Although there is a range of views expressed by the members of the Chair's group there was agreement that we should not pay for attendance at the Executive meeting. We agreed that the Executive were elected to do this job voluntarily and that we should continue to do so. However, there were 3 different options on payment of reward that were supported by the Chair's group. All 3 are presented for consideration.

3. Representative roles

- 3.1 A view was put that when anyone is representing the LINK at a formal meeting and they are designated as a LINK representative (e.g. meetings with the PCT, the Council at a working party on a particular policy) then the LINKs member should get a reward payment. A designated representative would be expected to represent the LINK and the wider views of service users, carers and patients (and not just their own personal views) and feedback to the appropriate LINK Executive, sub group or appropriate Chair.
- 3.2 Another type of 'representative role' could be when the LINK needs to get the views and contribution of 'hard to reach' groups. The reward could be paid for active participation in a LINK sub group or a task working group.

4. Options for Reward Policies

The 3 option proposed are:

- 4.1 No rewards should be paid and that all work on behalf of the LINK by members of the LINK including the Executive. All LINK work is undertaken on a voluntary basis.
- 4.2 Where members of LINK (including the Executive members) undertake an agreed and designated 'representative role' on behalf of the LINK they are entitled to claim for the reward as well as their expenses.
- 4.3 Service users, carers and patients who, as experts by experience, actively participate in LINK committees or who represent LINK on other committees or in representations to providers, or who give time to formally advise LINK on strategy, will be eligible to claim a recognition payment. (Attendance at public meetings or being interviewed at home or where services are provided will not count for eligibility).

5 Financial consideration

- 5.1 If it is decided to agree reward payments a budget will need to be set by the Resources and Governance sub group.

6. Summary

- 6.1 The Executive is asked to decide on the payment of any reward or otherwise. If a reward is agreed then the rate of payment should be decided. In any event the definition of a 'representative role' should be agreed. Where rewards are payable LINK members will also be able to claim expenses.

Jeremy Ambache
Chair
3.4.2009