



Working To Save Lives  
Údarás Um Shábháilteacht Ar Bhóithre  
Road Safety Authority

Road Safety Authority

## **Remuneration Committee Charter**

September 2018

## 1.0 Introduction & Purpose

<sup>1</sup>In accordance with the Code of Practice for the Governance of State Bodies 2016, the Chairperson and the Board are required to implement Government policy in relation to the total remuneration package and superannuation of the Chief Executive Officer.

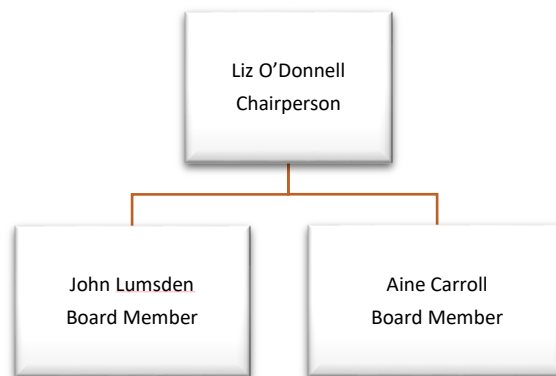
The Board must conform to the guidelines as outlined by the Department of Transport Tourism and Sport in relation to the appointment of the Chief Executive Officer.

The Board of the Authority has constituted a Remuneration Committee, with 3 Board members, to determine, on the Board's behalf any remuneration issues which the Board determines. The Remuneration Committee will undertake the performance management of the Chief Executive Officer on an annual basis.

## 2.0 Membership of the Committee

In April 2017, the Board of the Authority approved the creation of a Remuneration Committee and its membership consists of the following;

### Remuneration Committee



The Committee shall comprise of at least three members, one of whom will be the Authority's Chairperson.

The Board shall appoint the Chairperson of the Committee and the members of the Committee and shall determine the period for which the Chairperson and other members of the Committee shall hold office.

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<sup>1</sup> Per 2016 Code of Practice – Section 9 – Para 1

### **3.0 Functions/Scope of the Committee**

The following is an outline of the matters that the committee will consider.

#### ***Chief Executive Officer***

In accordance with the Code of Practice for the Governance of State Bodies 2016, the Chairperson and the Board are required to implement Government policy in relation to the total remuneration package and superannuation of the Chief Executive Officer.

The Board must conform to the guidelines as outlined by the Department of Transport Tourism and Sport in relation to the appointment of the Chief Executive Officer.

The Remuneration Committee will also undertake the performance management of the Chief Executive Officer on an annual basis.

#### ***Board Members***

Fees paid to the Chairperson and ordinary Board members are outlined in the rates for Category 1-4 State Boards from the Remuneration, Industrial Relations and Pensions Division of the Department of Public Expenditure and Reform. The Board of the Road Safety Authority is currently classified as a Category 3 State Board and the rates paid to the current members are in accordance with this categorisation.

The Authority is subject to the One Person One Salary rules implemented since the 1st November 2011 in respect of public servants who are Board members.

Since January 2012 all Board members are to be given the option by the Minister of Transport Tourism and Sport to waive their Board fee on a discretionary basis as a matter of formal protocol.

All Board fees are subject to PAYE and Class M PRSI.

#### ***Other Staff***

<sup>2</sup>The Chairperson and the Board are required to implement Government pay policy as expressed from time to time, in relation to other staff in the Authority other than the CEO.

The Department of Public Expenditure and Reform will be consulted through the parent Department of Transport Tourism and Sport with regard to the implementation of any pay proposals that could have a significant impact on the Government's pay policy or the Authority's finances.

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<sup>2</sup> Consistent with the 2016 Code of Practice – Section 9 – Para 2

## ***Superannuation***

The Authority will continue to operate and comply with the superannuation rules as outlined by the Department of Public Expenditure and Reform in respect of the three pension schemes that its staff are members of as follows;

- Civil Service Superannuation Scheme
- RSA Staff Superannuation Scheme
- Single Public Service Scheme

## ***Travel & Subsistence***

The Authority will be cognisant of the need to achieve economy and efficiency on travel and subsistence expenditure.

The Authority will comply in all respects with the Department of Public Expenditure and Reform circulars and official notices regarding travel and subsistence, as amended from time to time.

### **4.0 Authority of the Committee**

The Committee is authorised to seek any information it requires from any employee of the Authority in order to perform its duties.

The Committee is authorised to obtain any outside advice, including the advice of independent remuneration consultants, if it considers this necessary and to obtain reliable, up to date information about remuneration policy and practice. The Committee shall be responsible for the selection process, appointment and terms of reference of any consultants, so appointed.

### **5.0 Duties, Membership & Meetings**

The Committee shall meet at least once a year to consider the remuneration policy and its implementation and when necessary to consider other matters.

Any Committee member may call a meeting of the Committee.

### **6.0 Committee Self-Evaluation**

The Committee will conduct an annual review of its performance and advise the Board of its outcome and any actions identified.

## **7.0 Charter Review Date and Board Approval**

This Charter was last updated on August 30<sup>th</sup> 2018 and approved by the Board of the Road Safety Authority on September 26<sup>th</sup> 2018.

## **8.0 Next Charter Review Date**

This charter is next scheduled for review in September 2019.