

REPORT TO:	BOARD OF DIRECTORS
DATE:	11 AUGUST 2017
SUBJECT:	REPORT FROM THE REMUNERATION COMMITTEE
BOARD SPONSOR:	CHAIR OF THE REMUNERATION COMMITTEE
PAPER AUTHOR:	CHAIR OF THE REMUNERATION COMMITTEE
PURPOSE:	DISCUSSION
APPENDICES:	NONE

BACKGROUND AND EXECUTIVE SUMMARY

The Remuneration Committee is a Committee of the Board and fulfils the role of the Remuneration Committee (for executive directors) described in the Trust's constitution and the NHS Foundation Trust Code of Governance.

The purpose of the committee will be to decide on the appropriate remuneration, allowances and terms of and conditions of service for the chief executive and other executive directors including:

- (i) all aspects of salary (including performance related elements/ bonuses)
- (ii) provisions for other benefits, including pensions and cars
- (iii) arrangements for termination of employment and other contractual terms

To recommend the level of remuneration for Executive Directors and monitor the level and structure of remuneration for very senior management.

To agree and oversee, on behalf of the Board of Directors, performance management of the executive directors, including the chief executive.

MEETING HELD ON 3 AUGUST 2017

The Committee received an update regarding the Trust's pay, terms and conditions in relation to a review being undertaken. It was agreed that this would be reviewed in 12 months and only earlier if it was felt it was needed. The reasons for this was; the Regulators may consider reviewing staff's terms and conditions whilst in Financial Special Measures as not a priority of the Trust; and there are many change initiatives currently that need the Trust's full focus and reviewing the terms and conditions may come out of one of these strategies.

The Committee received a report on Divisional Directors' Pay Review following a benchmarking exercise, and subsequent changes in pay have been corrected for the Divisional Director staff along with any gender imbalance that may have existed.

The Committee noted that a gender gap analysis would be undertaken across all grades, and will be advised on the formal title and timeframe for a report to be presented to the Strategic Workforce Committee.

The Very Senior Manager (VSM)/Executive Director Pay Policy would be updated to present good practice as a holding position before the Trust undertakes a full benchmarked re-write of the policy.

The Committee received and noted a paper on the Director of Finance and Performance Remuneration in relation to the governance surrounding the agreed salary range to recruit to this post.

RECOMMENDATIONS AND ACTION REQUIRED:

The Board is asked to discuss and note the report.