

EAST KENT HOSPITALS UNIVERSITY NHS FOUNDATION TRUST**REPORT TO: BOARD OF DIRECTORS MEETING****DATE: 26 JUNE 2015****REPORT FROM: REMUNERATION COMMITTEE AND NOMINATIONS COMMITTEE
HELD ON 28 MAY 2015****PURPOSE: Information****SUMMARY OF KEY AGENDA ITEMS AND BUSINESS:****The Remuneration meeting discussed the following agenda items:**

1. **Executive Director objectives.** The CEO provided the Committee with the objectives of each Executive Director for discussion. The CEO agreed to incorporate all amendments discussed by the Committee. The objectives would be measured at the mid-year review.
2. **Remuneration Review Benchmarking.** The Committee agreed a proposal for conducting a benchmarking review by the Hay Group. A final report would be considered by the Committee when concluded.

The Nominations meeting discussed the following agenda items:

3. **Executive Appointments.** The Committee agreed the job description and person specification. A remuneration of £130 (maximum) was agreed and the Committee recognised there were no pay issues and remuneration had been appropriately benchmarked. The panel would consist of the Chair, CEO, Director of HR and an Independent panel member. The Chair would be asked to identify an additional NED to participate.
4. **Substantive CEO Appointment.** The Committee would be holding a further meeting to discuss the candidate pack and timeline for appointment. The Board of Directors would be kept informed of progress.
5. **Very senior manager appointments.** The Committee noted the successful appointment to the Divisional Director Specialist Services. Remuneration for this post was confirmed as comparable to other Divisional Director positions.

SUMMARY OF KEY ACTIONS FROM THE MEETINGS:

- Agreed process for conducting a remuneration benchmarking review by the Hay Group.
- Candidate pack agreed for the Chief Nurse and Director of Quality.
- Further meeting planned to discuss and agree the candidate pack and timeline for CEO Appointment.

Richard Earland
Chair Remuneration Committee and Nominations Committee
May 2015