

EAST KENT HOSPITALS UNIVERSITY NHS FOUNDATION TRUST

REPORT TO: BOARD OF DIRECTORS MEETING - 29 JANUARY 2015

REPORT FROM: REMUNERATION COMMITTEE AND NOMINATIONS COMMITTEE
5 DECEMBER 2014 AND 19 JANUARY 2015

PURPOSE: Information

SUMMARY OF KEY AGENDA ITEMS AND BUSINESS:**The Remuneration meeting discussed the following agenda items:**

- 1. Mid-Year Performance of Executive Directors.** The CEO provided a comprehensive report which summarised his assessment of the performance of the Executive Directors. This was discussed and the report noted by the committee.
- 2. Governance Review by Deloitte –** Emerging findings. The Chair of the Trust briefed the committee on findings emerging from the Deloitte review of Governance.
- 3. Performance of the CEO.** The committee discussed the current performance of the CEO with a particular focus on leading the executive team, responding to the CQC action plan and operational performance of the Trust

The Nominations meeting discussed the following agenda items:

- 4. Interim Director of Operations.** The committee considered and agreed as being appropriate the change in line management reporting to the Chief Executive Officer.
- 5. Chief Operating Officer.** The committee considered the job specification, the salary range and agreed the appointment process.
- 6. Director of Finance and Performance Management.** The committee considered and agreed the approach to the recruitment of the Director of Finance and Performance.
- 7. Director of Finance and Performance.** The committee noted the appointment of the Director of Finance and Performance. At a subsequent telephone conference with the required minimum of four NEDs taking part (21 January 2015) the level of remuneration was signed off by the Chair of the committee and communicated to the CEO
- 8. Interim Chief Executive Officer.** The committee considered the suitability of the selected candidate, the remuneration level and contract terms.

SUMMARY OF KEY ACTIONS FROM THE MEETINGS:

- Agreed JD and remuneration levels for the Director of Finance, Chief Operating Officer and Interim CEO
- Agreed process and approval to proceed for recruitment of above posts.

Richard Earland
Chair Remuneration Committee and Nominations Committee
20th January 2015