

EAST KENT HOSPITALS UNIVERSITY NHS FOUNDATION TRUST

REPORT TO: COUNCIL OF GOVERNORS – 8 MAY 2015

REPORT FROM: REMUNERATION COMMITTEE AND NOMINATIONS COMMITTEE
HELD ON 19 MARCH 2015

PURPOSE: Information

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

- 1. End-Year Performance of Executive Directors.** The CEO provided a comprehensive report, which summarised his assessment of the performance of the Executive Directors (including those in interim roles and those recently appointed). This was discussed and the report noted by the committee. The focus was on how the Chairman would take issues identified forward by discussions with the Interim CEO.
- 2. Performance of the CEO.** The committee discussed the final performance review of the CEO.
- 3. Review of the TORs of the Remuneration Committee.** The committee carried out its annual review of the TORs. This resulted in the need for a clearer identification by the committee of the capability of the executive Directors as a team as well as the progress made with individual executives development plans identified as part of the annual performance review cycle. The revised TORs are presented to the BoD for agreement.
- 4. Annual review of pay policy for very Senior Managers.** The policy was reviewed and the Director of HR asked to commission a benchmarking exercise for both very senior managers and Executive Directors, as this benchmarking was due for updating.

The Nominations meeting discussed the following agenda items:

- 5. Timescales for the appointment of the substantive Chief Executive Officer.** The committee considered the timeline and process for the appointment towards the end of the interim CEOs tenure.

SUMMARY OF KEY ACTIONS FROM THE MEETINGS:

- Agreed process and approval to proceed for recruitment of above posts.

The Board of Directors is asked to agree the revised Terms of Reference for the Remuneration Committee – attached.

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