

### REMUNERATION COMMITTEE UPDATE

Date of meeting:	25 <sup>th</sup> January 2019
Attendees:	<b>Harjinder Kang (Chair), Richard Samuda, Olwen Dutton, Marie Perry, Mike Hoare, Kate Thomas and Toby Lewis</b> (by invitation)
Apologies:	Waseem Zaffar
Key points of discussion relevant to the Board:	<ul style="list-style-type: none"> <li>• Succession planning at Executive level</li> <li>• The development of the deputy tier of the leadership</li> <li>• 2018-19 NHSI pay award for Very Senior Managers (VSM)</li> <li>• Long term pay strategy for the Trust</li> </ul>
Positive highlights of note:	<ul style="list-style-type: none"> <li>• The Trust's financial position permitted us to endorse the national recommendation for the first time in five years</li> </ul>
Matters of concern or key risks to escalate to the Board:	<ul style="list-style-type: none"> <li>• None, beyond the extant risk of leadership bandwidth and depth</li> </ul>
Matters presented for information or noting:	<ul style="list-style-type: none"> <li>• The development programme to be pursued in 2019-20 (which will be reported back to the Remuneration Committee in September 2019)</li> </ul>
Decisions made:	<ul style="list-style-type: none"> <li>• Final stage information required to inform pay strategy</li> <li>• Accepting the NHSI recommendation for 2018-19</li> </ul>
Actions agreed:	<ul style="list-style-type: none"> <li>• In line with those recommended</li> </ul>

**Harjinder Kang, Chair of the Remuneration Committee**  
*For the meeting of the Trust Board scheduled for 7<sup>th</sup> February 2019*