

REMUNERATION COMMITTEE UPDATE

Date of meeting:	4 th April 2019
Attendees:	Richard Samuda, Marie Perry, Mike Hoare, Kate Thomas, Waseem Zaffar and Toby Lewis (by invitation)
Apologies:	Harjinder Kang (Chair), Olwen Dutton, Mick Laverty
Key points of discussion relevant to the Board:	<ul style="list-style-type: none"> • Implementation of key changes agreed by prior 25th January remuneration committee in respect of specific post changes and June appointment process for Director of Finance with planned departure of the existing post-holder • Review of organisation wide approach to pay incentives beyond specific national contract in all grades, and consideration of long term pay strategy for Very Senior Managers • Discussion of consultant remuneration and mooted impact of pension changes
Positive highlights of note:	<ul style="list-style-type: none"> • Ongoing energy behind wider PDR process within the organisation
Matters of concern or key risks to escalate to the Board:	<ul style="list-style-type: none"> • None
Matters presented for information or noting:	<ul style="list-style-type: none"> • Reminder of tier two development process agreed in January for review in October 2019
Decisions made:	<ul style="list-style-type: none"> • Reiteration of actions agreed in prior meeting with confirmation that external review via Harjinder Kang would take place for revised job descriptions applied for April 2019 onwards • Confirmation that papers considering two hypothesised options should be prepared for the next meeting (scheduled for May but deferred to June)
Actions agreed:	<ul style="list-style-type: none"> • As above

Richard Samuda, acting as Chair of the Remuneration Committee
For the meeting of the Trust Board scheduled for 2nd May 2019