

REMUNERATION COMMITTEE UPDATE

Date of meeting:	5 th September 2019
Attendees:	Richard Samuda, Marie Perry, Mick Laverty, Kate Thomas and Toby Lewis
Apologies:	Waseem Zaffar, Mike Hoare, Harjinder Kang
Key points of discussion relevant to the Board:	<ul style="list-style-type: none"> • The committee noted progress on pension policy and confirmed the outcome of the EBAC award • We considered implementation plans for the aspiring to excellence payments scheme which commences in 2020 • The committee reconfirmed its decisions over very senior managers long term salary levels • The meeting examined progress, led by the Chief Executive, on executive succession planning and tier 2 recruitment. It was briefed on planned changes some executive responsibilities.
Positive highlights of note:	n/a
Matters of concern or key risks to escalate to the Board:	<ul style="list-style-type: none"> • None, beyond the risks associated with present pension and taxation policy
Matters presented for information or noting:	<ul style="list-style-type: none"> • Implementation of prior decisions made by the committee were confirmed
Decisions made:	<ul style="list-style-type: none"> • Decisions were made as implied under key matters above
Actions agreed:	<ul style="list-style-type: none"> • As above

Richard Samuda

Standing in for Harjinder Kang, Chair of the Remuneration Committee

For the meeting of the Trust Board scheduled for 3th October 2019