

TRUST BOARD

Title:	Remuneration Committee (13 June 2018 – key messages)
Action:	FOR NOTING
Meeting:	11 July 2018

Purpose:

In line with the Trust's delegation framework this paper updates the Board on key messages from the Remuneration Committee and any points of escalation.

This paper relates specifically to the Remuneration Committee meeting held on 13 June 2018.

Recommendation:

The Board is asked to note the update from the Remuneration Committee.

	Name	Title
Author:	Anita Pisani	Deputy CEO/Director of Workforce
Non-Executive sponsor:	Gill Thomas	Chair – Remuneration Committee

Trust Objectives

Objective	How the report supports achievement of the Trust objectives:
Provide Outstanding Care	<ul style="list-style-type: none"> Recruiting and retaining effective executive leaders is critical to delivering outstanding care. Consideration for clinical excellence awards takes into account consultants' achievements in developing and delivering high quality patient care, and commitment to the continuous improvement.
Collaborate with other organisations	<ul style="list-style-type: none"> Not applicable
Be an excellent employer	<ul style="list-style-type: none"> The paper covers proposal to run Clinical Excellence Local Awards round for 2017-18.
Be a sustainable organisation	Not covered in this report

Trust risk register

None

Legal and Regulatory requirements:

- o Agenda for Change and Medical and Dental National terms and conditions
- o Guidance on pay for very senior managers in NHS trusts and foundation trusts
- o NHS Improvement guidance
- o This Committee operates in line with corporate governance best practice, referring to guidance documents such as the UK Corporate Governance Code.

Equality and Diversity implications:

Objective	How the report supports achievement of objectives:							
Achieve an improvement in the percentage of service users who report that they are able to access the Trust services that they require	Not relevant to this report							
Enhance our approach to involving and capturing the experience of hard to reach / seldom heard / varied community groups	Not relevant to this report							
Using the national 'A Call to Action on Bullying and Aggression', internally take action to promote our Zero tolerance policy and address bullying and aggression when it occurs.	Not relevant to this report							
Ensure that the Workforce Race Equality Standard is embedded and undertake proactive work around any areas of under-representation identified. In particular, we will seek innovative methods to have co-opted representation on the Trust Board from more diverse backgrounds.	Not relevant to this report							
Are any of the following protected characteristics impacted by items covered in the paper: Not specifically								
Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Key Messages for the Board:

The committee discussed and agreed the following areas:

- national changes to the local Clinical Excellence Awards scheme which have been agreed between NHS Employers and the British Medical Association.
- to launch the local CEA process for the period of 1 April 2017 – 31 March 2018 in line with these national changes.
- to host three BLMK Health and Care Partnership Director roles and the parameters and remuneration in connection with these appointments
- to appoint a Director of Corporate Governance for the Trust
- redundancies that have taken place since the last remuneration committee held in September 2017

Recommendation:

The Board is asked to note the update from the Remuneration Committee.