

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST

BOARD OF DIRECTORS' MEETING

Meeting Date: 24 February 2016

Title and Author of Paper: Remuneration Committee Report
Hugh Morgan Williams, Remuneration Committee Chair

Paper for Debate, Decision or Information: For Information.

Key Points to Note:

This report summarises the outcome of Remuneration Committee meetings held on 28 October 2015 and 10 December 2015.

Review of terms of reference

The Committee agreed changes to the Committee's terms of reference put forward by the Board Secretary. The Board on 28 October 2015 subsequently approved the changes. Changes related to (i) Monitor's Code of Governance's references and requirements; (ii) an inclusion relating to Executive Directors' appraisals; (iii) reporting to the Board; (iv) support arrangements; and (v) minor wording changes.

Local Pay / Job Evaluations - Phase 1 Transformation of Corporate Services

The Committee agreed to the Executive Team's proposal to apply local pay ranges to posts at Band 8C (Agenda for Change) and above within the scope of corporate transformation and delegate authority to Executive Officers to award specific points within the approved local pay range. The basis for the most appropriate option came from a report commissioned from Hay Group, who undertook a job evaluation exercise using both Hay and Agenda for Change methodologies.

Executive Directors' Remuneration

The Committee agreed with the Chair's proposal that the Trust was due a review of Executive Directors' remuneration using external independent information and that such information should be commissioned to inform the review of Executive Directors' remuneration in 2016/2017.

Change of Role for the Executive Medical Director

The Chief Executive provided the background and context to a proposed change of role for Dr Douglas Gee, Executive Medical Director. Dr Gee has indicated he wishes to take up a consultant post at Hopewood Park from 16 January 2016. The Committee approved the transitional arrangements for Dr Gee.

Outcome required: For Information.