

Board of Directors Meeting: Thursday 21 May 2009

BD2009.51

Subject	Report from the Remuneration and Appointments Committee
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Purpose of paper	To provide the Board with an overview of the Board of Directors' Remuneration and Appointments Committee meetings of Thursday 24 April 2008 and Thursday 12 June 2008
Board Lead	Chairman
Background papers (if any)	-

Action/decision required	To note the discussion, and any actions that the Committee approved.			
Key purpose	Strategy	<u>Assurance</u>	Policy	Performance
Strategic Goals	SG3: To achieve financial sustainability and long-term growth SG4: To be an excellent employer			
Strategic Objective	SO10: To become a strategic, high performing and agile organisation supported by efficient and patient focused clinical processes, modern systems and business processes.			
Links to: Board Assurance Framework/ Trust Key Risks/Annual Health Check element(s)	-			
Also considered by	-			

Resource and financial impact	As covered by Committee discussion.
Consideration of legal/equality/diversity/engagement issues	As covered by Committee discussion.
Acronyms and abbreviations used	-
Author	This report is based on minutes of the meetings prepared by the Chief Executive. The Committee has approved the minutes of the first meeting, but has not yet met to approve those of the second.

Report from the meeting of the Remuneration and Appointments Committee of Thursday 24 April 2008

Confirmation of 2007/08 national pay uplift for senior management

The national pay award of 1.5% from 1 April 2007, and a further 1% from 1 November 2007, would be made to staff who were not employed on Agenda for Change contracts.

Review of governance and operational management arrangements

The next meeting of the Committee would consider the review of the Trust's governance and operational management that the Director of Clinical Governance and Assurance at Guy's and St Thomas' NHS Foundation Trust was undertaking.

Report from the meeting of the Remuneration and Appointments Committee of Thursday 12 June 2008

Review of governance and operational management arrangements

The intended meeting on 9 May 2008 had been replaced by a discussion with the Director of Clinical Governance and Assurance at Guy's and St Thomas' NHS Foundation Trust, who had reviewed the Trust's current management arrangements and options for change.

Update on management arrangements

The Committee considered the composition and size of the future Board, and the change in Board portfolios, set out in the Chief Executive's note of 11 June 2008.

The deputising arrangements for the Chief Executive were discussed.

The Committee also discussed the search process for a new Medical Director, and asked the Chief Executive to ensure that possible international candidates were included. The Chief Executive agreed to include the views of the Regius Professor of Medicine and others in the search.

Annual review of Directors' salaries: benchmark data

The Committee considered an up-to-date analysis of the remuneration of the senior management team, including pay relativities and the impact of clinical excellence awards on the earnings of senior clinicians. Following discussion, the Committee asked the Chief Executive to arrange for a review of pay levels and relativities, benchmarked against appropriate external organisations, in preparation for becoming a Foundation Trust. The remuneration of senior clinicians should be included in the survey.