

Board of Directors - Open

Date: 12th August 2020

Item Ref: 15e

TITLE OF PAPER	Remuneration and Nomination Committee – Summary Report to the Trust Board of Directors in respect of Significant Issues
TO BE PRESENTED BY	Mike Potts, Trust Chair and Chair of the Committee David Walsh, Director of Corporate Governance
ACTION REQUIRED	For assurance and information
OUTCOME	To report items of significance discussed at the Remuneration and Nomination Committee meetings held on: <u>23rd June, 2nd July and 30th July 2020.</u>
TIMETABLE FOR DECISION	None required
LINKS TO OTHER KEY REPORTS / DECISIONS	<ul style="list-style-type: none"> • Minutes of the Committee • Annual review of Committee
STRATEGIC AIM STRATEGIC OBJECTIVE BAF RISK NUMBER & DESCRIPTION	Strategic Aim: Quality and Safety Strategic Objective: Effective governance, quality assurance and improvement will underpin all we do BAF Risk Number: A101iii BAF Risk Description: Trust governance systems are not sufficiently Embedded
LINKS TO NHS CONSTITUTION /OTHER RELEVANT FRAMEWORKS, RISK, OUTCOMES ETC	<ul style="list-style-type: none"> • Trust Board Assurance Framework • SHSC Constitution – Board Composition
IMPLICATIONS FOR SERVICE DELIVERY & FINANCIAL IMPACT	Discussions relating to the remuneration of the Trust’s Executive and Associate Directors is summarised in the report.
CONSIDERATION OF LEGAL ISSUES	None required.
Author of Report	David Walsh
Designation	Director of Corporate Governance and Board Secretary
Date of Report	24 th June and 4 th August 2020

1. Purpose

To report in a timely manner, items of particular significance discussed at the Remuneration and Nomination Committee meetings held on 23rd June, 2nd July and 30th July 2020.

2. Significant Issues of Interest to Trust Board

The Chair of the Committee, by means of this report, wishes to notify Trust Board members of the following significant issues.

23rd June 2020

Interim Executive Arrangements for Human Resources

- a. Committee was made formally aware of the changes that had been enacted in relation to the Executive Director Human Resources post since 11th May 2020, including the acting-up in the role of the Deputy Director, Caroline Parry.
- b. Committee approved the continuation of the appointment of Caroline Parry as Director of Human Resources on an interim basis for a period of up to six months from 11th May 2020, including the retrospective approval of the period since the acting-up arrangement commenced.
- c. Committee was assured that this provides appropriate leadership to the Human Resources portfolio during this period, during which a review of all Executive leadership roles will be undertaken.

Terms of Reference for the Remuneration and Nomination Committee

- d. Committee approved the latest iteration of the Committee's Terms of Reference that had been revised, in the main, following confirmation of Executive Director titles in April 2020.

2nd July 2020

Interim Executive Arrangements for Human Resources

- a. Committee considered and approved the arrangements for supporting the resignation and exit of the Executive Director of Human Resources, effective from 9th June 2020 as set out in the Agreement.

30th July 2020

Committee considered the interim arrangements that had been in place in relation to Executive Director roles and agreed changes, including those effective immediately and those effective in principle, with regard to a number of matters including:

- a. The appointment of Beverley Murphy as Executive Director of Nursing & Professions;
- b. The recruitment to the Executive Director of People post.

3. Contact Details

For further information, please contact:

Mike Potts, Trust Chair and Chair of the Remuneration and Nomination Committee
Jan Ditheridge, Chief Executive Officer
David Walsh, Director of Corporate Governance and Board Secretary