

## AGENDA

### Remuneration Committee

A meeting of the Remuneration Committee will take place as follows:

**Date:** Thursday 30 October 2025

**Time:** 10am

**Venue:** Videoconference (Microsoft Teams)

Please contact the Committee Secretary by email to [secretariat@hcpc-uk.org](mailto:secretariat@hcpc-uk.org) if you are unable to attend or in the case of any enquiries.

|    |                                                                                                                                                                                                | Lead                | Format | Time  |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------|-------|
| 1. | <b>Welcome and introduction</b>                                                                                                                                                                | Committee Chair     | Verbal | 10.00 |
| 2. | <b>Apologies for absence</b>                                                                                                                                                                   | Committee Secretary | Verbal |       |
| 3. | <b>Approval of agenda</b><br>To approve the agenda, including agreement to any change to the order of business at the meeting                                                                  | Committee Chair     | Verbal |       |
| 4. | <b>Declaration of members' interests in relation to agenda items</b><br>To disclose any personal interest in any matter under consideration at the meeting, whether or not declared previously | Committee Chair     | Verbal |       |
| 5. | <b>Minutes of the Remuneration Committee meeting held in public on 26 February 2025</b><br>To confirm                                                                                          | Committee Secretary | Paper  | 10.05 |
| 6. | <b>Matters arising</b><br>There were no matter arising from the previous meeting(s) held in public                                                                                             | Committee Secretary | Verbal |       |

|                                 |                                                                                                                                                                                                                                                                                                                                                                         | Lead                 | Format | Time  |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------|
| Items for decision/discussion   |                                                                                                                                                                                                                                                                                                                                                                         |                      |        |       |
| 7.                              | <b>Annual review of the Council and independent committee member remuneration policy and principles</b><br>To review and recommend to the Council                                                                                                                                                                                                                       | Head of Governance   | Paper  | 10.10 |
| 8.                              | <b>Review of Committee effectiveness</b><br>To review and report to the Council                                                                                                                                                                                                                                                                                         | Committee Chair      | Paper  | 10.20 |
| 9.                              | <b>Review of the Committee's standing orders</b><br>To review and recommend any changes to the Council                                                                                                                                                                                                                                                                  | Head of Governance   | Paper  | 10.30 |
| Items for noting                |                                                                                                                                                                                                                                                                                                                                                                         |                      |        |       |
| 10.                             | <b>Committee forward plan 2026</b><br>To note                                                                                                                                                                                                                                                                                                                           | Committee Secretary  | Paper  | 10.40 |
| 11.                             | <b>Resolution to move the meeting to private session</b><br>To resolve that the remainder of the meeting will be held in private because the business being considered concerns information relating to an employee or officer holder, former employee or applicant for any post or office and the source of information has been given to the Committee in confidence. | Committee Chair      | Verbal |       |
| <b>Private meeting</b>          |                                                                                                                                                                                                                                                                                                                                                                         |                      |        |       |
| 12.                             | <b>Minutes of the Remuneration Committee meeting held in private on 26 February 2025</b><br>To confirm                                                                                                                                                                                                                                                                  | Committee Secretary  | Paper  | 10.45 |
| 13.                             | <b>Matters arising</b><br>To note the responses to the actions from the previous meeting(s) held in private                                                                                                                                                                                                                                                             | Committee Secretary  | Paper  |       |
| Item(s) for decision/discussion |                                                                                                                                                                                                                                                                                                                                                                         |                      |        |       |
| 14.                             | <b>Overview of the HCPC pay and reward framework</b><br>To review and approve recommendations                                                                                                                                                                                                                                                                           | Head of HR and OD    | Paper  | 10.50 |
| 15.                             | <b>Partner remuneration policy and principles</b><br>To review and recommend to the Council                                                                                                                                                                                                                                                                             | Partner Project Lead | Paper  | 11:15 |

|                                                                            | Lead            | Format | Time  |
|----------------------------------------------------------------------------|-----------------|--------|-------|
| Items for noting                                                           |                 |        |       |
| 16. <b>ELT performance reviews</b><br>To note                              | Chief Executive | Verbal | 11.35 |
| 17. <b>Any other business</b><br>To be notified to and agreed by the Chair | Committee Chair | Verbal | 11.50 |
| 18. <b>Close</b><br>Date and time of next meeting: 26 February 2026 at 2pm | Committee Chair | Verbal | 12.00 |