

Remuneration Committee Forward Programme 2027

					4 March	18 November
ITEM	EXEC SPONSOR	PRESENTER	WHERE BEFORE	WHERE AFTER	Agenda items: 4 February Papers: 23 February	Agenda items: 14 October Papers: 9 November
Opening Items						
Approval of agenda	N/A	Committee Chair	N/A	N/A	X	X
Declaration of members' interests	N/A	Committee Chair	N/A	N/A	X	X
Minutes of the previous meeting (public and private sessions)	N/A	Committee Secretary	N/A	N/A	X	X
Matters arising (public and private sessions)	N/A	Committee Secretary	N/A	N/A	X	X
Council and Committees						
Council and Committee member remuneration (as required)	CA	Head of Governance	ELT	Council	-	X
Council and Committee member remuneration policy and principles	CA	Head of Governance	ELT	Council		
Council and Committee members expenses policy (combined policy) (next due 2028 – earlier review as required following annual ELT review)	CA	Head of Governance	ELT	N/A		

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Executive Leadership Team (ELT)						
Annual pay review for Chief Executive	Chair	Head of HR and OD	N/A	Annual budget	X 2027-28	
Chief Executive/ELT performance reviews	Chair/BOR	Chair/Chief Executive	N/A	N/A		X
ELT pay policy	Chair/BOR	Chair/Chief Executive	N/A	N/A		X
Review of remuneration for ELT recruitment (as required)	Chair/BOR	Chair/Chief Executive	N/A	Advertising	-	-
Special severance payments to ELT members (as required)	Chair/BOR	Chair/Chief Executive	N/A	Annual report and accounts	-	-
Employees						
Pay policy and principles	AB	Head of HR and OD	ELT	Council		X
Annual pay review	AB	Head of HR and OD	ELT	N/A	X 2027-28	X 2028-29
Review of HCPC pay bands (next due 2029)	AB	Head of HR and OD	ELT	N/A		
Expenses policy for employees (combined policy) (next due 2028 – earlier review as required following annual ELT review)	AB	Head of Finance and Commercial	ELT	N/A		
Special severance payments to employees, contractors and others (as required)	AB	Head of HR and OD	ELT	N/A	-	-

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Partners						
Partner remuneration policy and principles	CA	Partner Project Lead	ELT	Council		X
Partner remuneration review	CA	Partner Project Lead	ELT	Council	X (approval)	
Partners expenses policy (combined policy) (next due 2028 – earlier review as required following annual ELT review)	CA	Partner Project Lead	ELT	N/A		
Governance						
Committee forward plan	CA	Committee Secretary	N/A	N/A	X	X
Review of Committee effectiveness/standing orders (next due 2028)	CA	Committee Chair	N/A	N/A	-	-
Closing items						
Committee reflection	N/A	Committee Chair	N/A	N/A	X	X
Date/time of next meeting	N/A	Committee Chair	N/A	N/A	X	X
Resolution to move meeting to private session (as required)	N/A	Committee Chair	N/A	N/A	X	X