

REPORT CLASSIFICATION	✓	CATEGORY OF PAPER	✓
Official		Proposes specific action	✓
Official: Sensitive Commercial	✓	Provides assurance	
Official: Sensitive Personal		For information only	

BOARD

25 NOVEMBER 2025

Report Title:

Remuneration Committee Terms of Reference

Purpose of report

To provide the Board with an updated Remuneration Committee Terms of Reference for approval.

Key points

The Remuneration Committee Terms of Reference continue to be compliant with the NHS England model terms of reference.

Minor amendments have been made to the membership and quoracy, as well as updating the relevant job titles. The changes are detailed in Appendix 1.

Risks and issues

The Board currently have a number of vacancies therefore the quoracy and membership was required to be reviewed.

Assurances and supporting documentation

The Remuneration Committee Terms of Reference continue to be compliant with the NHS England model terms of reference.

Recommendation/action required

The Board is asked to approve the updated Remuneration Committee Terms of Reference.

Acronyms and abbreviations explained

NA

Sponsor/approving
executive director

Claire Riley, Chief Corporate Services Officer

Date approved by
executive director

20 November 2025

Report author

Kate Sutherland, Corporate Governance Manager

Link to ICP strategy priorities

Longer and Healthier Lives

✓

Fairer Outcomes for All						✓
Better Health and Care Services						✓
Giving Children and Young People the Best Start in Life						✓
Relevant legal/statutory issues						
Note any relevant Acts, regulations, national guidelines etc						
Any potential/actual conflicts of interest associated with the paper?	Yes		No	✓	N/A	
Equality analysis completed	Yes		No		N/A	✓
If there is an expected impact on patient outcomes and/or experience, has a quality impact assessment been undertaken?	Yes		No		N/A	✓
Essential considerations						
Financial implications and considerations	Financial Decisions are made in line with the ICB Financial Limits					
Contracting and Procurement	N/A					
Local Delivery Team	N/A					
Digital implications	N/A					
Clinical involvement	N/A					
Health inequalities	N/A					
Patient and public involvement	N/A					
Partner and/or other stakeholder engagement	N/A					
Other resources	N/A					