

## Remuneration Committee Forward Programme 2024

ITEM	EXEC SPONSOR	PRESENTER	WHERE BEFORE	WHERE AFTER	7 March	17 October
					Agenda items: 5 Feb Papers: 27 Feb	Agenda items: 9 Sep Papers: 8 Oct
<b>Opening Items</b>						
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
<b>Council and Committees</b>						
Council and Committee member remuneration (as required)	CA (AB)	Head of Governance	ELT	Council	X	
Council and Committee members expenses policy	CA (AB)	Head of Governance	ELT	N/A		X
<b>Executive Leadership Team (ELT)</b>						
Remuneration policy and principles	Chair/BOR	Head of HR and OD	N/A	Council	X	
Annual pay review	Chair/BOR	Head of HR and OD	N/A	N/A	X 2024-25	X 2025-26
CEO/ELT performance reviews	Chair/BOR	Chair/Chief Executive	N/A	N/A	X	

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ITEM	EXEC SPONSOR	PRESENTER	WHERE BEFORE	WHERE AFTER		
Special severance payments to ELT members (as required)	Chair/BOR	Chair/Chief Executive	N/A	Annual report and accounts	-	-
<b>Employees</b>						
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 2024-25	X 2025-26
Expenses policy for employees	AB	Head of HR and OD	ELT	N/A		X
<b>Partners</b>						
Partner remuneration	CA (AB)	Partner Project Lead	ELT	Council		TBC
Partners expenses policy	CA (AB)	Partner Project Lead	ELT	N/A		X
<b>Governance</b>						
Committee forward plan	CA (AB)	Committee Secretary	N/A	N/A	X	
Review of Committee effectiveness/standing orders	CA (AB)	Committee Chair	N/A	N/A		X
<b>Closing items</b>						
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