



Specific Terms of Reference of the Remuneration Committee

To be read in conjunction with the Terms of Reference Applicable to all Committees

- Adopted by the Board of Trustees 22 September 2005
- Amended by the Board of Trustees 22 May 2008
- Amended by the Board of Trustees 15 September 2016
- Amended by the Board of Trustees 12 June 2025

Constitution

The Remuneration Committee is formally constituted as a committee of the Board of Trustees whose terms of reference are approved by the Board of Trustees.

Purpose

To oversee the effectiveness of the Trust's remuneration levels and systems and make recommendations to the Board of Trustees where necessary.

Membership

The committee shall comprise of a total of three (3) members: the Chairperson of the Board of Trustees, Honorary Treasurer and another Trustee, the latter of which shall be appointed chair of the committee. The Chief Executive Officer, Director of Finance and Director of People and Values shall be authorised to attend the meetings of the committee to present their respective reports but shall not be deemed members of the committee.

Meetings

The committee shall meet at least once a year and at such other times as may be considered appropriate.

Duties

To undertake whatever actions the committee feels appropriate to achieve its Purpose, but in particular:

- ensure that the staff of the Trust are provided with appropriate incentives to encourage enhanced performance and are, in a fair and responsible manner, rewarded for their individual contributions to the success of the Trust;
- determine targets and levels for any performance-related pay schemes, pensions or emoluments operated by the Trust;
- within the terms of the agreed policy, determine the total individual remuneration package of each member of the senior management team including increments, bonuses, incentive payments, pensions and any other options or emoluments;
- determine the policy for and scope of pension arrangements, service agreements for staff, termination payments and compensation commitments;
- in determining such packages and arrangements, give due regard to the comments and recommendations of the Jersey and UK authorities, and associated guidance and generally accepted best practice in equivalent organisations (e.g. Combined Code of the Chartered Governance Institute (CGI));
- oversee any major changes in employee benefit structures throughout the Trust;
- ensure that provisions regarding disclosure of remuneration including pensions are fulfilled; and
- consider each year whether circumstances are such that the Members at the AGM should be invited to approve the remuneration policy.