



**Specific Terms of Reference of the Remuneration Committee –
to be read in conjunction with Terms of Reference applicable to all Committees**

**(Adopted by the Board of Trustees 22nd September 2005)
(Amended by the Board of Trustees 22nd May 2008)
(Amended by the Board of Trustees 15th September 2016)**

Membership

The Committee shall comprise of three members: the Chairman of the Board of Trustees, Honorary Treasurer and another Trustee, who shall be appointed Chairman of the Committee.

Frequency of Meetings

The Committee shall meet at least once a year and at such other times as the Chairman of the Committee shall require.

Purpose

The Remuneration Committee will oversee the effectiveness of the Trust's remuneration levels and systems and will make recommendations to the Board of Trustees as needed.

Duties

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

1. 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;
2. determine targets and levels for any performance-related pay schemes, pensions or emoluments operated by the Trust;
3. 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;

4. determine the policy for and scope of pension arrangements, service agreements for staff, termination payments and compensation commitments;
5. 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 Institute of Chartered Secretaries and Administrators (ICSA));
6. oversee any major changes in employee benefit structures throughout the Trust;
8. ensure that provisions regarding disclosure of remuneration including pensions are fulfilled;
9. consider each year whether circumstances are such that the Members at the AGM should be invited to approve the remuneration policy.