

REMUNERATION COMMITTEE CONSTITUTION AND TERMS OF REFERENCE

Date of Board Approval: 26 May 2026

1. PURPOSE

- 1.1 To consider and agree performance objectives and performance appraisals for staff in the Executive cohort and to oversee performance arrangements for designated senior managers.
- 1.2 To direct the appointment process for the Chief Executive and Executive Directors.
- 1.3 To review and approve the recommendations of the Discretionary Points Panel in relation to recognising excellence in service, innovation and contribution beyond standard duties for consultant and associate specialist staff.

2. COMPOSITION

- 2.1 The membership of the Remuneration Committee will be:
 - Fife NHS Board Chairperson
 - Four Non-Executive Board members, one of whom shall be the Employee Director
- 2.2 The Director of People & Culture shall act as Lead Executive Officer for the Committee and will attend meetings of the Committee. The Chief Executive will also attend meetings of the Committee.
- 2.3 The NHS Fife Chief Executive will leave the meeting when there is any discussion with regard to their own performance. The Director of People & Culture will leave the meeting when there is any discussion with regard to their own performance.

3. QUORUM

- 3.1 Meetings will be quorate when at least three members are present.

4 MEETINGS

- 4.1 The Committee shall meet as necessary, but not less than three times a year.
- 4.2 The Fife NHS Board Chairperson will chair the Committee. A Vice Chair of the Committee will be appointed by the Chair of the Board from the Non-Executive membership of the Committee. In the event of the Chair of the Committee being unable to attend for all or part of the meeting, the meeting will be chaired by the Vice Chair. The Vice Chair will also support the Chair in the effective running of the Committee, including attending agenda setting meetings and approving draft minutes if so required.

- 4.3 The agenda and supporting papers for each meeting will be sent out at least five working days before the meeting.
- 4.4 The full minutes will be circulated to all Committee members. Minutes edited to remove all personal details will be circulated to the Board.

5 REMIT

- 5.1 The remit of the Remuneration Committee is to consider:
- job descriptions for the Executive cohort;
 - other terms of employment which are not under Ministerial direction;
 - to hear and determine appeals against the decisions of the Consultant Discretionary Awards Panel. The Remuneration Committee can make decisions regarding Discretionary Points in exceptional circumstances;
 - agree performance objectives and appraisals directly for the Executive cohort only, and oversee arrangements for designated senior managers;
 - redundancy, early retiral or termination arrangement in respect of all staff in situations where there is a financial impact upon the Board (this excludes early retiral on grounds of ill health) and approve these or refer to the Board as it sees fit.
- 5.2 The Committee will produce an Annual Report incorporating a Statement of Assurance for submission to the Board. The proposed Annual Report will be presented to the first Committee meeting in the new financial year or agreed with the Chairperson of the Committee by the end of May each year for presentation to the Audit & Risk Committee in June and the Board thereafter.
- 5.3 The Committee shall draw up and approve, before the start of each financial year, an Annual Workplan for the Committee's planned work during the forthcoming year.
- 5.4 The Committee will undertake an annual self-assessment of its work and effectiveness.

6. AUTHORITY

- 6.1 The Committee is authorised by the Board to investigate any activity within its Terms of Reference, and in so doing, is authorised to seek any information it requires from any employee.
- 6.2 In order to fulfil its remit, the Remuneration Committee may obtain whatever professional advice it requires and require Directors or other officers of the Board to attend meetings.
- 6.3 Delegated authority is detailed in the Board's Standing Orders and Standing Financial Instructions and is set out in the Purpose and Remit of the Committee.

7. REPORTING ARRANGEMENTS

- 7.1 The Remuneration Committee reports directly to the Fife NHS Board on its work. Minutes of the Committee, edited to remove all personal details, are presented to the Board by the Committee Chair or Vice Chair, who provides a report, on an exception basis, on any particular issues which the Committee wishes to draw to the Board's attention.