

TERMS OF REFERENCE OF THE REMUNERATION COMMITTEE

Membership

The Remuneration Committee shall comprise eight members of the Governing Body. There will be no ex officio or external members. The quorum will be three members.

Terms of Reference

- (a) To make recommendations to the Governing Body on the, grading, pay and conditions of service of designated senior postholders and the Clerk to the Governing Body.
- (b) To undertake an annual review of the salaries of the designated senior postholders and to make recommendations to the Governing Body.
- (c) To review the operation of the performance related pay scheme for the designated senior postholders and to recommend such changes as it may think appropriate to the Governing Body.
- (d) To recommend annually to the Governing Body the criteria to be adopted for assessing the performance of the designated senior postholders within the terms of the performance related pay scheme.
- (e) To review the performance of the designated senior postholders against the performance criteria and targets set for them to recommend to the Governing Body the level of payments to be made under the terms of the performance related pay scheme.
- (f) To review the Committee operations and effectiveness biennially, together with the Committee's Terms of Reference and Annual Business Plan and make recommendations for changes to the Governing Body.