

# Remuneration Report 2009/10

## Introduction

Section 234B and Schedule 7A of the Companies Act, as interpreted for the public sector, requires NHS bodies to prepare a remuneration report containing information about directors' remuneration. In the NHS, the report will be in respect of the senior managers of the NHS body. The definition of a senior manager is:

"those persons in senior positions having authority or responsibility for directing or controlling the major activities of the NHS body. This means those who influence the decisions of the entity as a whole rather than the decisions of individual directorates or departments."

For the purposes of this report, this covers the Trust's Non-Executive Directors, Executive Directors and Associate Directors.

## Remuneration report

Details of senior manager's remuneration and pensions follow.

### A) Remuneration

| Name and Title   | 2009-10                      |  |  | 2008-09                      |  |  |
|--|------------------------------|--|--|------------------------------|--|--|
|  | Salary (bands of £5000) £000 | Other Remuneration (bands of £5000) £000 | Benefits in Kind Rounded to the nearest £100 | Salary (bands of £5000) £000 | Other Remuneration (bands of £5000) £000 | Benefits in Kind Rounded to the nearest £100 |
| J Kelly - Interim Chief Executive (1)                        | 150-155                      |  |  | 60-65                        |  |  |
| C Mills - Director of Nursing                                | 75-77                        |  |  | 70-75                        |  |  |
| A Robinson - Director of Finance and IMT                     | 110-115                      |  |  | 110-115                      |  |  |
| I Roy - Director of Facilities                               | 75-80                        |  |  | 70-75                        |  |  |
| J Gibbs - Director of Operations (2)                         | 110-115                      |  |  | 90-95                        |  |  |
| Dr M Roberts - Medical Director (3)                          | 30-35                        |  |  | 50-55                        |  |  |
| A Diamond - Associate Medical Director                       | 20-25                        |  |  | 20-25                        |  |  |
| M Bignell - Associate Director of Organisational Development | 70-75                        |  |  | 65-70                        |  |  |
| J Smith- Interim Director of Health and Social Care (4)      | 7-10                         |  |  | 75-80                        |  |  |
| K Storey - Assistant Director of Health and Social Care (5)  | 60-65                        |  |  |                              |  |  |
| K Maynard - Director of Development (6)                      | 25-30                        |  |  | 60-65                        |  |  |
| B Sherwin - Chairman   | 20-25                        |  |  | 20-25                        |  |  |
| J Lake - Non-executive Director                              | 5-10                         |  |  | 5-10                         |  |  |
| A Tucker Jones - Non-executive Director                      | 5-10                         |  |  | 5-10                         |  |  |
| S Jones - Non-executive Director                             | 5-10                         |  |  | 5-10                         |  |  |
| J Reynolds - Non-executive Director                          | 5-10                         |  |  | 5-10                         |  |  |
| R Dennis - Non-executive Director                            | 5-10                         |  |  | 0-5                          |  |  |

- (1) The Chief Executive became full time in-year and includes arrears payments  
(2) The Director of Operations assumed additional responsibilities as Deputy Chief Executive  
(3) The Medical Director resigned on 31 December 2009  
(4) Interim Director of Health and Social Care left on 7 May 2009  
(5) The Assitant Director of Health and Social Care commenced on 11 May 2009  
(6) The Director of Development left on 01 September 2009

## B) Pension Benefits

| Name and title | Real increase in pension at age 60 | Real increase in lump sum at age 60 | Total accrued pension at age 60 at 31 March 2010 | Lump sum at age 60 related to accrued pension at 31 March 2010 | Cash Equivalent Transfer Value at 31 March 2010 | Cash Equivalent Transfer Value at 31 March 2009 | Real Increase in Cash Equivalent Transfer Value | Employers Contribution to Stakeholder Pension | Real increase in pension and related lump sum at age 60 | Total accrued pension and related lump sum at age 60 at 31 March 2009 | Cash Equivalent Transfer Value at 31 March 2009 | Cash Equivalent Transfer Value at 31 March 2008 | Real Increase in Cash Equivalent Transfer Value | Employers Contribution to Stakeholder Pension |
|----------------|------------------------------------|-------------------------------------|--|--|---|---|---|---|---|---|---|---|---|---|
|                | (bands of £2500) £000              | (bands of £2500) £000               | (bands of £5000) £000                            | (bands of £5000) £000  | £000  | £000  | £000  | To nearest £100                               | (bands of £2500) £000                                   | (bands of £5000) £000   | £000  | £000  | £000  | To nearest £100                               |
| C Mills        | 2.5-5                              | 10-12.5                             | 20-25  | 70-75  | 383   | 294   | 90  |   | 7.5-10  | 75-80   | 294   | 204   | 90  |   |
| A Robinson     | 0-2.5                              | 2.5-5                               | 25-30  | 75-80  | 512   | 447   | 149   |   | 10-12.5   | 95-100  | 447   | 298   | 149   |   |
| I Roy          | 2.5-5                              | 7.5-10                              | 25-30  | 80-85  | 507   | 422   | 127   |   | 2.5-5   | 90-95   | 422   | 295   | 127   |   |
| J Gibbs        | 0-2.5                              | 5-7.5                               | 20-25  | 65-70  | 357   | 302   | 55  |   | 10-12.5   | 80-85   | 302   | 203   | 99  |   |
| K Maynard      | 0-2.5                              | 2.5-5                               | 20-25  | 60-65  | 408   | 351   | 89  |   | 0-2.5   | 75-80   | 351   | 262   | 89  |   |
| M Bignell      | 0-2.5                              | 2.5-5                               | 10-15  | 30-35  | 223   | 176   | 66  |   | 5-7.5   | 30-35   | 176   | 110   | 66  |   |
| K Storey       | 0.00                               | 0.00                                | 0-5  | 0.00   |   |   |   |   |   |   |   |   |   |   |
| M Roberts      | 0-2.5                              | 2.5-5                               | 25-30  | 80-85  | 542   | 492   | 50  |   | 20-22.5   | 105-110   | 492   | 10  | 482   |   |
| A Diamond      | 0-2.5                              | 5-7.5                               | 35-40  | 115-120  | 695   | 609   | 86  |   | 0-2.5   | 140-145   | 609   | 471   | 138   |   |

### Notes

- (1) The Interim Chief Executive does not receive pensionable remuneration.
- (2) As Non-Executive members do not receive pensionable remuneration, there will be no entries in respect of pensions for Non-Executive members.
- (3) For directors employed during the year, there is no corresponding data for the previous year to reflect movements.
- (4) A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capital value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme, or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which the disclosure applies. The CETV figures, and from 2004-05 the other pension details, include the value of any pension benefits in another scheme or arrangement which the individual has transferred to the NHS pension scheme. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.
- (5) Real Increase in CETV - This reflects the increase in CETV effectively funded by the employer. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

## Remuneration terms of services committee

The Trust's Remuneration Committee is a Non-Executive Committee. The membership is the Chairman plus the five Non-Executive Directors. Executive Directors may be present, as and when required.

## The remuneration of senior managers

The remuneration of senior managers is set out in the Terms and Conditions of Service. The performance of senior managers is assessed through the formal appraisal process, based on organisational and individual objectives. No element of the remuneration of senior managers is subject to performance conditions. All contracts contain a 3-month notice period and no contracts contain a provision for termination payments other than those agreed nationally and under statutory requirements for Redundancy Payments.

## Non-executive Directors

The dates of contracts and unexpired terms of office for the Non-Executive Directors (NED) are as follows:

| Name                      | Appointment start date | Appointment end date |
|---------------------------|------------------------|----------------------|
| Brian Sherwin (Chairman)  | 01/02/07               | 31/01/11             |
| Tony Gatland (NED)        | 01/12/04               | 30/11/08             |
| June Lake (NED)           | 01/07/07               | 31/06/11             |
| Sam Jones (NED)           | 01/10/06               | 30/09/10             |
| Amelia Tucker-Jones (NED) | 11/12/06               | 10/12/10             |
| Jane Reynolds (NED)       | 01/06/07               | 31/05/11             |

Non-Executive Directors are paid an allowance for their work on the Board and do not hold a contract of employment with the Trust. There is no period of notice required for Non-Executive Directors and their appointment is organised by the NHS Appointments Commission.

## Executive Directors and Associate Directors

| Name               | Position                                   | Contract Type | Start Date | Employment status                |
|--------------------|--|---------------|------------|----------------------------------|
| Jac Kelly          | Chief Executive                            | Fixed Term    | 16.10.06   | Contract was renewed on 15.04.08 |
| Andy Robinson      | Director of Finance and Performance        | Permanent     | 15.11.06   |                                  |
| Carolyn Mills      | Director of Nursing                        | Permanent     | 08.08.05   |                                  |
| Catherine Oliver   | Director of Human Resources                | Permanent     | 13.09.04   |                                  |
| Joanne Gibbs       | Director of Operations                     | Permanent     | 18.04.05   |                                  |
| Iain Roy           | Director of Facilities                     | Permanent     | 19.04.99   |                                  |
| Maureen Bignell    | Director of Organisational Development     | Permanent     | 01.10.06   |                                  |
| Nikki Kennelly     | Director of Community Services             | Acting        | 01.10.06   | Ended 30.04.08                   |
| Alison Diamond     | Associate Medical Director                 | Permanent     | 01.10.06   |                                  |
| Kate Maynard       | Director of Development                    | Permanent     | 01.02.07   |                                  |
| Dr Michael Roberts | Medical Director                           | Permanent     | 01.10.07   |                                  |
| Jill Smith         | Interim Director of Health and Social Care | Fixed Term    | 01.05.08   |                                  |