

Natural England – Reviewed March 2017

Remuneration Committee

The Remuneration Committee is chaired by a Board Member and has a membership of two other board members. The Chief Executive, Chief Transformation Officer and Human Resources Director will be expected to attend. Board secretariat will be available to take minutes and present draft minutes to the chair of the meeting for approval.

Terms of Reference

The Remuneration Committee will:

- review and make recommendations on all aspects of the remuneration for the Chief Executive, including any performance related pay within government guidelines;
- consider and approve any performance related pay to Chief Officers and Directors based upon recommendations from the Chief Executive and within government annual limits;
- approve the broad salary band with government guidelines for Chief Officers and approve the specific remuneration of any Chief Officer proposed to be appointed outside of those bands or with any special conditions;
- approve any special payments relating to the Chief Executive or Chief Officers;
- approve the annual pay remit prior to submission to Defra;
- Review and provide guidance to the Chief Executive and senior leadership team on people management approaches that impact the whole of Natural England.

The Chair of the Remuneration Committee should make a report on Remuneration Committee business to the Board Meeting following each Meeting. The Remuneration Committee will meet at least quarterly and more frequently if required often by conference call. The quorum is two Board members.

The terms of reference will be reviewed annually in December each year.

The current chair of the committee is Nigel Reader. The other board members on the committee are Teresa Dent and Simon Lyster.