

SOUTH EASTERN HEALTH & SOCIAL CARE TRUST

Minutes of the Remuneration Committee Meeting held on 22 April 2026 at 3pm in the Meeting Room, Trust Headquarters, Ulster Hospital, Dundonald and via MS Teams

PRESENT:	Mr J Patton, Chair of Trust Board Mr R Havlin, Non-Executive Director Ms S McCauley, Non-Executive Director
IN ATTENDANCE:	Mrs E O'Neill, Assistant Director, People & Resourcing

		<u>ACTION</u>
CHAIR'S BUSINESS		
Mr Patton welcomed everyone to the meeting and advised today's meeting would take the form of a training session on the new Senior Executive Performance Process. Given this, Members noted no members of the Executive Management Team would be in attendance today.		
1.0	<u>APOLOGIES</u>	
	None received.	
2.0	<u>DECLARATIONS OF POTENTIAL CONFLICTS OF INTEREST</u>	
	None received.	
3.0	<u>MINUTE OF PREVIOUS MEETING HELD ON 13 OCTOBER 2025</u>	
	The minutes of the previous meeting held on 13 October 2025, having been previously circulated, were agreed as a true and accurate record.	
4.0	<u>MATTERS ARISING</u>	
	Noted (SET/REM/01/26).	
5.0	<u>ITEMS FOR DISCUSSION</u>	
	5.1 <u>NEW SENIOR EXECUTIVE PERFORMANCE PROCESS: ROLES & RESPONSIBILITIES</u>	
	Members reviewed the tabled documents namely Senior Executive Annual Appraisal Form (SET/REM/02/26), Senior Executive Performance template (SET/REM/03/26) and HSCNI Senior Executive Performance Management Overview presentation (SET/REM/04/26). Mrs O'Neill took Members through the presentation in detail and provided a comprehensive briefing on how the new Performance process would operate with reference to the tabled documents. Mrs O'Neill answered a number of questions and noted feedback.	

6.0	<u>ITEMS FOR ESCALATION</u>	
	There were no items for escalation.	
7.0	<u>ANY OTHER BUSINESS</u>	
	None.	
8.0	<u>DATE, TIME AND VENUE OF NEXT MEETING</u>	
	Mr Patton confirmed details would follow in due course for a further meeting – which is anticipated to last two to three hours in duration - in and around the second week of June 2026 subject to diary commitments. Mr Patton thanked everyone for their participation before closing the meeting.	OCE