



**Health Board
Key Issues Report**
(this report should be a maximum of 2 sides of A4 paper)

Board Date		28/05/2026	
Date of Committee		17/03/2026 and 12/05/26	Report of: Remuneration Committee – <i>Extraordinary meeting 17.3.26</i> Scheduled meeting 12.5.26
Quoracy met:		Yes	
1	Agenda	An extraordinary meeting of the Remuneration Committee met in order to discuss time critical issues on 17.3.26 and a scheduled meeting took place on 12.5.26. All Remuneration Committee meetings are held in private session due to personal identifiable subject matter.	
2a	Alert	The Remuneration Committee wish to alert members of the Board that: On 17.3.26 1. Commencement of recruitment activity for 3 senior organisational roles needed to be agreed in order to ensure continued and balanced capability within the Executive Team. 2. Consideration of extensions to senior roles were discussed to provide alignment with consultation and implementation of the organisation's Foundations for the Future programme. On 12.5.26 1. Updates on current Executive Team recruitment to roles not substantively filled or subject to retirement plans were provided.	
2b	Assurance	The Remuneration Committee wish to assure members of the Board that on 17.3.26 1. Considered discussion took place to agree 1.1. the appointment of an external recruitment agency. 1.2. recruitment of the Executive Director Nursing & Midwifery role to commence due to the retirement of the current incumbent in August 2026. On 12.5.26 1. discussion took place in regard to making improvements to the recruitment process of Board members appointments especially in regard to the efficacy of stakeholder involvement.	
2c	Advise	The Remuneration Committee wish to advise members of the Board that: On 17.3.26	

		1. Continuance of acting arrangements were agreed in relation to the Executive Director of Transformation & Strategic Planning and Chief Digital Information Officer roles. 2. Welsh Government (WG) were informed of the temporary contracted appointments in accordance with guidance. 3. Five secondment extensions were agreed in order to align with Foundations for the Future implementation. 4. Noted the pay uplift for Executive Salary Pay (ESP) Grades 2025/26 had been agreed by WG, including backdating to April 2025. 5. All appointments and secondments advised had received approval by WG, as required by WHC 2024/013. On 12.5.26 1. Recruitment activity in regard to the following roles was shared 1.1. Executive Director of Nursing & Midwifery 1.2. Executive Director of Strategic Planning 1.3. Digital Director 1.4. Short term appointment to the role of Deputy Chief Executive 2. There were no non-compliant new starters or agency interims within Executive and Senior Pay (ESP) grades 3. Following discussion, the Committee would follow up on the organisation's succession planning processes and Executive Team development & wellbeing plans.
2d	Review of Risks	Risks were discussed in regard to • potential capacity gaps within critical executive team roles should there be an absence of timely, successful recruitment consideration. • Effective capacity support to very senior roles
2e	Sharing of learning	Consideration of previous recruitment activity and secondment performance informed the discussion.
3	Actions to be considered by the People & Culture Committee	Medical leadership and engagement