

SMRC – terms of reference

The Senior Management Remuneration Committee is appointed by the Board of Trustees to assist the Board of Trustees in discharging its HR responsibilities and to maintain the highest possible standards of corporate governance in this area.

Main responsibilities:

- manage the remuneration and terms of employment of senior managers in the National Trust. The Committee's remit will include the Director-General and all other directors, and may extend to other posts to be recommended by the Director-General
- keep the executive succession plan under review

Main tasks:

- establish and maintain an overall policy for the remuneration of senior managers
- establish and annually review the remuneration of all senior managers in consideration of agreed remuneration policy, individual contribution and the prevailing employment market. The Director-General will make recommendations to the Committee with respect to directors' remuneration. The Chair of the Trust will make recommendations with respect to the Director-General's remuneration
- oversee the pension arrangements for the Director-General, other Directors and other senior staff
- agree the content of service agreements used for the employment of senior managers
- where necessary, agree the terms of any severance arrangements for senior managers
- establish and maintain a succession plan for the Director-General, and review the Director-General's plan for senior managers, to ensure that the Trust maximises its managerial talent and maintains a high-calibre senior managers team. Committee members will be advised of all senior appointments pending and, if possible, and for information, management's chosen candidates prior to formal appointment
- approve the information to be contained within the Annual Report concerning senior management remuneration
- make available to the Board of Trustees an annual report covering all of the Committee's activities

End