

## **Annex 2c – Remuneration Panel**

### **The Terms of Reference of the Remuneration Panel are:**

1. To set parameters for and make recommendations to the Board on the remuneration and terms of engagement of the following:
  - a. The Director General;
  - b. Any other senior staff who sit outside the general staff banding structure;
  - c. The Chair, Vice Chair and members of the BSB;
  - d. All members of any BSB committee, sub-committee, panel, or other body;
2. To advise the BSB on its policies impacting on pay and benefits;
3. To consider workforce remuneration and related policies, to support the BSB in attracting and retaining an appropriately skilled and experienced executive staff;
4. To advise the Chair of the BSB on the recruitment of the Director General of the BSB;
5. To advise the Board on the annual performance related salary review for the BSB, having regard to any advice on affordability;
6. To consider appeals by the Director General and staff who report directly to the Director General against decisions relating to dismissal, disciplinary sanction, grievance, promotion or demotion. Appeals will be heard by the independent lay member of the Panel.

### **The membership of the Remuneration Panel shall be:**

1. An independent lay person, with knowledge of the Governance Code on Public Appointments, or similar skills and experience in recruitment to and remuneration for roles in public bodies. This will usually be the Chair or Vice Chair of the joint Finance Committee of the General Council of the Bar and the BSB.
2. The Chair and one other member of the Strategic Planning and Resources Committee, providing that one of those members is a lay member and one of those members is a barrister. The Chair of the Strategic Planning and Resources Committee will be the Chair of the Panel.
3. Members may nominate an alternate who is entitled to take their place at any meeting which the member is unable to attend.

### **Quorum**

4. The quorum for meetings of the Remuneration Panel is three members, which may include alternates.