

> SALARY AND PENSION ENTITLEMENTS OF SENIOR MANAGERS

Name and Title	Salary	Other Taxable Remuneration	Benefits in kind	Pension related benefits	Total	Normal retirement age	Salary	Other Taxable Remuneration	Benefits in kind	Pension related benefits	Total
	(bands of £5,000)	(to nearest £100)	(to nearest £100)	(bands of £2,500)	(bands of £5,000)		(bands of £5,000)	(bands of £5,000)	(to nearest £100)	(to nearest £100)	(bands of £2,500)
	2015/16	2015/16	2015/16	2015/16	2015/16		2014/15	2014/15	2014/15	2014/15	2014/15
	£000			£000	£000		£000			£000	£000
Mr Tony Chambers - Chief Executive	140-145	-	16,000	30-32.5	190-195	60	140-145	-	15,400	110-112.5	270-275
Mrs Debbie O'Neill - Chief Finance Officer	110-115	-	-	20-22.5	135-140	60	115-120	-	-	55-57.5	170-175
Mr Ian Harvey - Medical Director	170-175	-	-	62.5-65	235-240	60	175-180	-	2,300	622.5-625	800-805
Mrs Susan Hodgkinson - Director of Human Resources and Organisational Development	90-95	-	5,000	52.5-55	145-150	60	80-85	-	4,400	15-17.5	100-105
Mrs Alison Kelly - Director of Nursing & Quality	105-110	-	-	20-22.5	125-130	60	105-110	-	-	102.5-105	210-215
Mr Mark Brandreth - Deputy Chief Executive	115-120	-	-	35-37.5	155-160	60	115-120	-	-	110-112.5	230-235
Ms Lorraine Burnett - Interim Director of Operations (from 01/09/15)	40-45	-	2,800	32.5-35	80-85	60	-	-	-	-	-
Mr Stephen Cross - Director of Corporate and Legal Affairs	75-80	-	9,700	22.5-25	110-115	60	75-80	-	11,400	47.5-50	135-140
Sir Duncan Nichol - Chairman	45-50	-	-	-	45-50	-	45-50	-	-	-	45-50
Mr Andrew Higgins - Non-Executive Director	10-15	-	-	-	10-15	-	10-15	-	-	-	10-15
Mrs Rachel Hopwood - Non-Executive Director	10-15	-	-	-	10-15	-	10-15	-	-	-	10-15
Mr Ed Oliver - Non-Executive Director	10-15	-	-	-	10-15	-	10-15	-	-	-	10-15
Mr James Wilkie - Non- Executive Director	10-15	-	-	-	10-15	-	10-15	-	-	-	10-15
Dr Elaine McMahon - Non-Executive Director (to 31/03/2016)	10-15	-	-	-	10-15	-	10-15	-	-	-	10-15
Total Directors Remuneration	985-990	-	33,500	282.5-285	1,195-1,200		940-945	-	33,500	1,072.5-1,075	1,930-1,935

Reporting bodies are required to disclose the relationship between the remuneration of the highest paid Director in their organisation and the median remuneration of the organisation's workforce.

Band of Highest Paid Director's Total Remuneration	170-175	175-180
Median Total Remuneration	24,751	24,504
Ratio	7.07	7.33

The total remuneration includes salary and benefits-in-kind, it does not include employer pension contributions and the cash equivalent transfer value of pensions. The annualised Medical Director's salary is the highest paid Director.

Pension Benefits	Real Increase in Pension at age 60	Real Increase in pension lump sum at age 60	Total accrued pension at age 60 at 31 March 2016	Lump sum at age 60 related to accrued pension at 31 March 2016	Cash Equivalent Transfer Value at 31 March 2016	Cash Equivalent Transfer Value at 31 March 2015	Real Increase in Cash Equivalent Transfer Value
	(bands of £2,500)	(bands of £2,500)	(bands of £5,000)	(bands of £5,000)	(to nearest £1,000)	(to nearest £1,000)	(to nearest £1,000)
	2015/16	2015/16	2015/16	2015/16	2015/16	2014/15	2015/16
	£000	£000	£000	£000	£000	£000	£000
Mr Tony Chambers - Chief Executive	0-2.5	-	50-55	140-145	850	824	16
Mrs Debbie O'Neill - Chief Finance Officer	0-2.5	2.5-5	45-50	140-145	856	821	25
Mr Ian Harvey - Medical Director	2.5-5	7.5-10	70-75	220-225	1,579	1,487	74
Mrs Susan Hodkinson - Director of Human Resources and Organisational Development	2.5-5	2.5-5	10-15	30-35	169	138	29
Mrs Alison Kelly - Director of Nursing & Quality	0-2.5	2.5-5	35-40	110-115	625	597	20
Mr Mark Brandreth - Director of Operations & Planning	0-2.5	-	30-35	95-100	498	476	16
Mr Stephen Cross - Director of Corporate and Legal Affairs	0-2.5	2.5-5	5-10	25-30	-	-	-
Ms Lorraine Burnett (from 01/09/15)	2.5-5	2.5-5	20-25	55-60	326	-	44

Name and Title	Salary	Other Taxable Remuneration	Benefits in kind	Pension related benefits	Total
	(bands of £5,000)	(to nearest £100)	(to nearest £100)	(bands of £2,500)	(bands of £5,000)
	2015/16	2015/16	2015/16	2015/16	2015/16
	£000	£	£	£000	£000
Mr David Jago - Interim Chief Finance Officer (from 13/10/15 to 31/12/2015)	10-15	-	-	N/A	10-15
Mr Simon Holden - Interim Chief Finance Officer (from 26/01/2016)	45-50	-	-	N/A	45-50

Debbie O'Neill (Chief Finance Officer) had a period of sickness leave during the financial year. As the position is a key board member it was decided to provide interim cover for the period of absence. The disclosure above relates to the two individuals who have provided interim cover for the role of Chief Finance Officer and the periods to which they relate.

During prior (2014/15) financial year Susan Hodkinson (Director of Human Resources and Organisational Development) was appointed into her substantive post from her interim post and therefore the financial year 2015/16 was the first full year of her appointment.

Pension related benefits figures show the amount of annual increase in the pension entitlement in accordance with the HMRC method. The source information is provided by the NHSBSA.

The benefit in kind is for a lease car scheme and a home technology scheme which is open to all members of staff. It is a scheme whereby the Employee agrees to reduce their salary for the full cost of the benefit.

As Non-Executive members do not receive pensionable remuneration, there are no entries in respect of pensions for Non-Executive members.

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from

the scheme. A CETV is a payment made by a pension scheme, or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which the disclosure applies. The CETV figures, and the other pension details, include the value of any pension benefits in another scheme or arrangement which the individual has transferred to the NHS pension scheme.

They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries. The NHS Pension scheme will not make a cash equivalent transfer once a member reaches the age of 60 and is then therefore, not applicable.

Real Increase in CETV - This reflects the increase in CETV effectively funded by the employer. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.