



REMUNERATION COMMITTEE

28 January 2019

Minute

**Present:** Susan Rice, Chair  
Alan Johnston, Co-opted Member  
Anne Richards, Vice-Convener of Court (Convener)  
Doreen Davidson, General Council Assessor  
Sandy Tudhope, Professor of Climate Studies

**In attendance:** The Principal, Peter Mathieson  
University Secretary, Sarah Smith  
James Saville, Director of Human Resources  
Karen Lothian, Senior HR Partner – Reward  
Clare Struthers – Executive Officer

**Apologies:** Eleri Connick, President, Students' Association

**1 Welcome**

**Verbal**

The Chair welcomed all attendees to the meeting and introduced Sandy Tudhope to the Committee. James Saville also welcomed his Executive Officer, Clare Struthers, to the Committee in her capacity as minute-taker. The Chair noted apologies had been received from Eleri Connick who was unable to attend.

**2 Matters Arising**

**Verbal**

The Committee questioned the criteria for assessing performance and asked that it be reviewed. In response, the Reward team confirmed this would be carried forward to the next meeting and an action log would be set up to capture these.

**SUBSTANTIVE ITEMS**

**3 Minute**

**Paper A**

The minute of the meeting held on 19 November 2018 was approved.

**4 Pay Context and Grade 10 and Equivalent Staff Annual Review 2019**

**Paper B**

The pay context in which the University operates and proposes the number of awards to be made available through the 2019 Grade 10 and

equivalent staff annual review process was discussed, with the following points noted:

- The current awards split of 75% incremental and 25% lump sum payments should be retained;
- The current number of increments available for 2019 Grade 10 review process based on 30% of the population should continue; and,
- The process for awarding a lump sum or an increment should be consistent and fair

**Action:** Remuneration Committee to receive data outlining lump sum payments made to staff over past 3 years at the next meeting.

There was also a discussion around contribution awards for all staff below Grade 10 who are not at the top of their spinal point within their pay band (representing an approximate increase of 3%), and national pay awards (a general base pay uplift for all staff of 2% from 1 August 2018). The Committee wanted more visibility on the differences between these.

**Action:** Remuneration Committee to receive a paper detailing contribution awards for Grades 1-9 and Grade 10 and above at the next meeting.

The paper was approved.

## **5 Grade 10 and Equivalent Staff Equal Pay Audit 2018**

**Paper C**

The paper considered equal pay audit data in advance of the 2019 Grade 10 Professorial and Senior Staff Salary Review, based on staff data as at 31<sup>st</sup> December 2018. The paper was discussed, with the following points noted:

- Progress is being made on mean pay but the median pay gap shows little change;
- More work is to be done on disability and ethnicity to reflect against Russell Group means;
- There appears to be a growing pay gap in clinical professorial staff; and,
- The data shows an ageing population, resulting, at least in part, from the legal change to statutory retirement age.

**Action:** An executive summary is to be added to future data presented at Remuneration Committee and the data is to be appropriately redacted to ensure anonymity is retained before publication.

## **6 Clinical Academic Remuneration**

**Paper D**

The paper considered issues impacting the University's ability to recruit, reward and retain outstanding clinical academics within the current remuneration framework.

It was noted that since the freeze on distinction awards in Scotland in 2010, we are at a competitive disadvantage and are at risk of losing colleagues from Scotland to England where there is a greater earning potential. The Principal raised a concern over unintended consequences of ad-hoc rewards.

The Committee discussed options and agreed that possible changes in the English approach needed to be better understood before taking action. It was also felt that an Edinburgh-specific scheme was not appropriate but that there may be mileage in a joint approach with other Scottish HEIs.

**Action:** An update to be tabled at the next meeting following informal discussions with other Scottish HEIs, further analysis of emerging themes in England and review of need with CMVM.

## 7 Any Other Business

Verbal

Following on from the previous discussion, the Committee requested to see a comparison of pay data by subject area.

**Action:** A comparison with other Russell Group Universities on pay by subject area to be sent to Sandy Tudhope and Eleri Connick.

*[Secretary's note: Sandy Tudhope left the meeting]*

## 8 Principal's Pay Recommendations for Senior Team

Paper E

Proposed pay increases for the Senior Team were discussed. All of the proposed recommendations were approved.

*[Secretary's note: Sarah Smith left the meeting while her proposed pay increase was discussed]*

**Action:** Remuneration Committee to receive details of pay totality for Senior Team.

## ROUTINE ITEMS

## 9 Update

Paper F

The paper was noted.