



REMUNERATION COMMITTEE

28 October 2021

Minute

Present: Hugh Mitchell, Co-opted member (Convener)
Frank Armstrong, Co-opted Member
David Law, Co-opted Member
Janet Legrand, Senior Lay Member
Claire Phillips, Senatus Assessor
Ellen MacRae, President, Students' Association

In attendance: Peter Mathieson, Principal and Vice-Chancellor
Sarah Smith, Vice Principal Strategic Change and Governance and University Secretary
James Saville, Director of Human Resources

1 Welcome

The Convener welcomed attendees to the extraordinary meeting and thanked everyone for making time at short notice. He advised that it had been called to discuss proposals from the University Senior Management to increase funds available for contribution rewards on a one-off basis in the current financial year. As it is desired to apply this to all staff, it straddles two separate governance processes (University Executive for Grades 1-9, and RemCom for Grade 10 staff). It is important to keep these aligned.

2 Context

The Principal outlined the background and the need for urgency. He reminded the committee of the difficult decisions around pay taken in 2020-21, and the impact these had on the workforce. He explained the strength of feeling from many staff, including senior colleagues that the University should clearly recognise staff efforts during the pandemic and through this year.

3 Implications

The Director of HR explained that no change is planned to the approach to Grade 10 contribution awards, only the amount of money available to reward people. Historically the committee has approved 30% eligibility, increased from 25% as part of the gender pay action plan. This is split 25% as non-pensionable one off lump sums, generally £2k; 75% salary increment (or equivalent % increase if 'off scale').

This year that would mean the opportunity to recognise 279 out of 930 staff, with 70 eligible for lump-sums and 209 for a salary increase (on top of the staff who contractually move up the scale). Under the proposals for 2021, an additional 35 would be eligible for a lump sum (50% uplift) and an additional 209 (100% uplift) could be

eligible for salary increase. This has resulted in the eligibility increasing to 56% of 930 staff.

4 Discussion

The committee welcomed the articulation of the case for this approach. In discussion the following points were made: the need for a common approach and careful, clear messaging, especially as staff may receive this news in different ways depending on their personal circumstances: and the importance of rewarding actions that support the achievement of the organisation's strategic goals noting the role of the moderation panels in focusing on performance 'over and above'.

The committee supported the proposed approach.

5 Action

The committee to receive an update at its next meeting on how the announcement has been received.

6 Any other business

There was no other business.

7 Date of next meeting

The date of the next meeting was confirmed as 18th November 2021.