

REMUNERATION COMMITTEE

Monday 14th September 10.00am-12.30pm

Members: Lady S Rice (Convenor) (SR), Dr A Richards (AR), Dr C Masters (CM), Mr A Johnston (AJ),

In Attendance: The Principal (Item 3 onwards)(TOS), Ms S Smith (SS) ,Ms Z Lewandowski (ZL), Mr M Peggie (MP), Professor N Brown (NB) (Item 3 onwards), Mr S Laver (SL) (Items 1 and 2 only)

Apologies:

Notes: Dr A Richards and Professor N Brown will join the meeting by telephone

Item	Summary of Discussion	Action
1	<p><u>Welcome and Apologies</u></p> <ul style="list-style-type: none"> • SR welcomed all attendees 	
2	<p><u>Remuneration of the University Principal and Vice-Chancellor</u></p> <p>The Remuneration Committee (RC) received papers from MP and SL presenting data and related analysis on reward practice for Heads of Higher Educations Institutions in the UK and overseas.</p> <p>RC welcomed the paper</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none"> • The importance of consideration of the remuneration of the Principal in relation to appropriate benchmarks. • The need for pre-negotiation with candidates to both appropriately manage applicant expectations and to support RC in reviewing and refining the potential reward arrangements. • The importance of ensuring that our offering to candidates considers how we might support appointments from outside of the UK including relocation and access to tax and pensions advice. <p>RC established an appropriate envelope for compensation with an upper limit agreed.</p> <p>RC requested that a further opportunity to discuss this matter following shortlisting of candidates would be helpful</p>	Action: MP
	TOS Joined the meeting	
3	<p><u>Review of previous minute</u></p> <p>RC approved the minute of the last meeting</p>	

4	<p><u>Report on outcomes of the Grade 10 and equivalent salary review and Central Academic Promotions Committee</u></p> <p>MP Introduced the report which summarises the outcomes of the 2016 Grade 10 and Equivalent Staff Salary Review and 2016 Central Academic Promotions Process.</p> <p>RC welcomed the paper.</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none"> • These process in the University are seen as being fair and reasonable. • The contextual data provided is very helpful and supports effective consideration in the Grade 10 review. • The consideration of gender equality in these processes is important and the commitment to this activity is clear from the paper presented. • That it would be useful to review whether the balance between lump sum payments and increments continues to be appropriate in advance of the 2017 process. 	Action: MP
5	<p><u>Progress on Grade 10 Equal Pay Activity</u></p> <p>MP introduced the paper which provides an update on actions to reduce the Grade 10 gender pay gap.</p> <p>RC welcomed the paper</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none"> • The importance of continued commitment to this important activity. • The importance of focusing on improvements that are sustainable over the long term • The expectation that the changes in reporting practice in REF2020 would reduce the likelihood of there being a high volume of retention cases in 2019/202. 	
6	<p><u>Russell Group: Professorial Reward Practice</u></p> <p>MP presented a paper on pay practice for professorial and equivalent staff in Russell Group HEIs.</p> <p>RC welcomed the paper.</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none"> • The usefulness of periodic review of our practice against our peers • The importance of continuing to make effective use of benchmark data in reward decision making 	

7	<u>Updates</u> MP presented a paper summarising the decisions taken by RC by correspondence between meetings and a paper providing scheme updates RC welcomed the papers.	
8	<u>Any Other Business</u> No other business was raised.	
9	<u>Date of Next Meeting</u> Date of next meeting should be reviewed to support the consideration of items raised in item 2	