

REMUNERATION COMMITTEE

Monday 17 February 2017
Cheviot Room, Basement, Charles Stewart House, 9-16 Chambers Street

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

In Attendance: The Principal (TO'S) ,Ms Z Lewandowski (ZL), Mr M Peggie (MP), Professor N Brown (NB), Ms S Smith (SS)

Apologies: Dr A Richards (AR), Ms Z Lewandowski (ZL)

Item	Summary of Discussion	Action
1	<u>Welcome and Apologies</u> <ul style="list-style-type: none"> • SR welcomed all attendees 	
2	<u>Minutes of Previous Meeting/ Matters Arising</u> <ul style="list-style-type: none"> • The minutes of the 14th September 2016 meeting were agreed • The minutes of the 16th December 2016 meeting were agreed • MP advised that all matters arising from both meetings had been taken forward 	
3	<u>Pay Context and Grade 10 and Equivalent Staff Annual Review 2017</u> MP introduced this paper and provided an overview of the local and national pay context and proposed the number of awards to be made available through the 2017 Grade 10 review process. TOS advised of his support of the number of awards proposed and noted that the process was seen by staff as being fair and reasonable. Remuneration Committee (RC) approved the proposed number of awards to be made available and the proportions of these to be made available as increments and lump sums.	
4 & 5	<u>Grade 10 and Equivalent Staff Equal Pay Audit 2015</u> MP introduced the report and advised of changes in presentation of the data in this report in response to feedback from Committee members. MP noted that there have been further improvements in overall mean and median Grade 10 gender pay gaps.	

	<p><u>Commentary of the Independent Observer on Grade 10 and Equivalent Staff Equal Pay Audit Data 2015</u></p> <p>NB presented his report and noted that the strategies being adopted to respond to the gender pay gap appear to be having a positive effect.</p> <p>RC welcomed both papers.</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none"> • It is positive to see progress. • The analysis in both papers is very clear and helpful. • There is a need to monitor the impact of changes in REF processes on the gender pay gap. • The importance of continued focus on improving the gender pay gap. • The value in particular consideration of how we might improve the gender pay gap for clinical staff given the constraints of working within NHS terms and conditions. 	
NB left the Meeting		
6	<p><u>Principal's Pay Recommendations for Senior Team</u></p> <p>TO'S presented his recommendations for awards for the senior team. TOS advised that his recommendations cover the review of the 13 most senior members of staff in the University and of 12 Assistant Principals. He noted the use of internal and external benchmark data in this process and thanked MP for his support.</p> <p>RC considered and approved all of TO'S recommendations with the exception of six cases: five where RC recommended a higher level of award for a member of staff and one where they recommended a slightly lower award.</p> <p style="text-align: center;">(SS left the meeting whilst recommendations for her salary were considered)</p> <p>The Committee also considered and approved a case for a salary increase to support retention of a member of staff</p>	
7	<p><u>Update on Electronic Decisions</u></p> <p>MP presented a paper summarising the decisions taken by RC by correspondence between meetings.</p> <p>RC welcomed the paper.</p>	
8	<p><u>Any Other Business</u></p> <p>No other business was raised.</p>	
12	<p><u>Date of Next Meeting</u> TBC</p>	