

REMUNERATION COMMITTEE

2.30pm, Wednesday 18th November 2015, Cheviot Room, Basement, Charles Stewart House, 9-16 Chambers Street

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

In Attendance: The Principal (TO'S) (to item 10) ,Ms Z Lewandowski (ZL), Mr M
Peggie (MP), Professor N Brown (by telephone),

Apologies: Ms S Smith

Item	Summary of Discussion	Action
1	<u>Welcome and Apologies</u> <ul style="list-style-type: none">• Apologies were noted for SS• NB was welcomed to Remuneration Committee (RC)	
2	<u>Minutes of Previous Meeting/ Matters Arising</u> <ul style="list-style-type: none">• The minutes of the 23 February 2015 were agreed by circulation and have been published to the Remuneration Committee webpages. <u>Matters Arising not otherwise covered in the agenda</u> <ul style="list-style-type: none">• All actions from the 23 February 2015 meeting have been completed or are otherwise on the agenda.	
3	<u>Outcomes of the Grade 10 Salary Review and Central Academic Promotions Process</u> <p>MP introduced this paper and provided an overview of the outcomes of the 2015 Grade 10 Salary Review and Central Academic Promotions Process.</p> <p>RC welcomed the paper and noted the outcomes of these processes.</p>	
4	<u>Academic Promotions: Process Improvements</u> <p>MP introduced this paper which outlined work undertaken in 2014-15 to review and revise academic promotions processes.</p> <p>RC welcomed the paper.</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none">• The work undertaken in this project was imaginative and progressive.• It is important to schedule a review of the impact of these changes to the academic promotions process.• The role of Reader continues to be important in the University but an expansion of the criteria it can be awarded for, including excellence in student education, would be helpful.	

	<p>RC noted its thanks to Professor Alan Murray (Assistant Principal – Academic Support) who has been key to this work.</p>	
5	<p><u>Remuneration Committee Governance</u> MP introduced this paper which sets out the articulation between Court and Remuneration Committee and proposed an approach to the publication of Remuneration Committee minutes.</p> <p>RC supported all proposals in the paper.</p> <p>In discussion RC advised of the importance of continuing to review governance arrangements in light of best practice and legislative change.</p>	
6	<p><u>FRS102: Option for definitions of Key Management Staff</u> MP introduced this paper on behalf of Lee Hamill- Deputy Director of Finance.</p> <p>The paper sets out options for definition of Key Management Staff for purposes of financial reporting under the new FRS102 financial reporting regulations.</p> <p>RC advised that the roles listed at 7.1 in this paper (The Principal, Senior Vice-Principal, Vice-Principal Planning, Resource and Research Policy, Head of College MVM, Head of College SCE, Head of HSS, University Secretary, Director of Corporate Services, Chief Information Officer and Librarian to the University) were the most appropriate population but that this should continue to be reviewed in light of developing practice in the sector.</p>	
7	<p><u>Gender Pay Working Group</u> MP introduced a paper providing an update from the Working Group on the Gender Pay gap. The paper sets out causes of the Grade 10 gender pay gap and identifies some potential solutions to it.</p> <p>RC welcomed the paper.</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none"> • RC were very supportive of the work undertaken by this group and commended the group on the quality and granularity of the analysis and the clarity of presentation in the report. • RC found the analysis of the sub-populations in grade10 particularly useful. • RC advised of the importance of senior managers “owning” the issue of the gender pay gap in their College/Support Group. 	

9	<p><u>Proposals for the reform of USS</u> ZL provided an updated on proposals for the reform of USS.</p> <p>RC noted this update.</p>	
10	<p><u>Update on Electronic Decisions</u> MP presented a paper summarising the decisions taken by RC by correspondence between meetings.</p> <p>RC welcomed the paper.</p>	
TO'S left the meeting		
11	<p><u>Pension Compensation and Enhanced Opt Out</u> ZL introduced this paper which sets out the current arrangements for pension compensation introduced in response to change in the annual and lifetime allowances and suggests potential clarifications to the policy on eligibility for access to these arrangements in light of forthcoming changes to the USS scheme.</p> <p>RC supported the approach set out at option A – that the University continue to operate these arrangements but with a clearer policy limiting access to those employees who have taken out Fixed or Individual Protection as a result of breaching or expecting to breach the Lifetime Allowance.</p> <p>RC advised of the importance of ensuring that all staff are aware of the value of the University's pension schemes.</p>	
12	<p><u>Date of Next Meeting</u> 1st February 2016, 2.30pm, Cheviot Room, Charles Stewart House</p>	