



REMUNERATION COMMITTEE

19 August 2019

A

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
Andrew Wilson, President, Students' Association
- In attendance:** Peter Mathieson, The Principal and Vice-Chancellor,
Sarah Smith, Vice Principal Strategic Change and Governance; and
University Secretary
Caroline Gardner, Auditor General for Scotland (Observer)
James Saville, Director of Human Resources
Linda Criggie, Deputy Director HR – Employee Relations, Employment
Policy, Equality & Diversity and Reward
Louise Kidd, HR Partner - Reward
Clare Struthers – Executive Officer, HR
- Apologies:** Karen Lothian, Senior HR Partner – Reward

1 Welcome

Verbal

The Chair welcomed all attendees to the meeting and introduced Andrew Wilson, President of the Student's Association, Linda Criggie, Deputy Director HR (Employee Relations, Employment Policy, Equality & Diversity and Reward) and Caroline Gardner, in her role as observer, to the Committee.

Apologies had been received from Karen Lothian, Senior HR Partner – Reward; Louise Kidd, HR Partner - Reward attended on her behalf.

2 Matters Arising

Verbal

There were no matters arising.

SUBSTANTIVE ITEMS

3 Minutes

Paper A

The minutes of the meetings held on 28 January 2019 were approved. The Committee asked for the outcome of all out of cycle retention cases and appointments to be reported at future meetings.

4 Report on the Outcomes of the Grade 10 and Equivalent Staff Salary Review, Central Academic Promotions and Contribution Award Process 2019 Paper B

The paper summarised the outcomes of the 2019 Grade 10 and Equivalent Staff Salary Review and 2019 Central Academic Promotions Process, with the following points noted:

- Lump sum payments should be included in gender pay gap monitoring in terms of salary pay gap vs total compensation pay gap; and,
- Changes in process for both of the reviews appears to be having a positive impact on the Grade 10 gender pay gap

Action: Investigation into how other Russell Group Universities approach Grade 10 remuneration to be undertaken.

Action: Ethnicity monitoring to be included in comparative data going forward.

5 Russell Group: Professorial and Senior Professional Services Reward Practice Paper C

The paper provided a summary of contextual information relating to reward practice for Professors and Senior Professional Services staff in the Russell Group. The paper was discussed and noted.

There was a discussion around Black, Asian and Minority Ethnic (BAME) representation and how the University is encouraging BAME pipeline talent at Professorial level.

6 Shared Equity Scheme Paper D

The paper provided an update to Remuneration Committee on the operation of the University's Shared Equity Scheme, the present review of taxation matters relating to it and possible options for the future.

It was concluded that the scheme should continue to be used judiciously and sparingly.

Action: University to engage proactively with HMRC to seek clarity on the contract wording in agreement with current scheme members regarding their tax position.

ROUTINE ITEMS

7 Any Other Business

Verbal

The date of the next meeting was confirmed as 2 December 2019, replacing the provisional date of 18 November 2019. Alan Johnston gave his apologies for the next meeting.

Secretary: James Saville
19th August 2019