



REMUNERATION COMMITTEE

19 November 2018

Minute

Present: Susan Rice, Chair
Anne Richards, Vice-Convener of Court (Convener)
Doreen Davidson, General Council Assessor
Alan Johnson, Co-opted Member

In attendance: The Principal, Peter Mathieson
University Secretary, Sarah Smith
Karen Lothian, Senior HR Partner – Reward
James Saville, Director of Human Resources

1 Welcome

Verbal

The Chair welcomed all attendees to the meeting.

2 Minute

Verbal

The minute of the meeting held on 30 August 2018 was approved

3 Governance Code

Paper A

The final draft of a proposal which outlined the amendments to the Remuneration Committee's membership and its reporting arrangements with Court ensure compliance with the revised Scottish Code of Good Higher Education Governance (hereafter, the 'Governance Code') was presented. The following points were raised in the discussion:

- the expansion of Remuneration Committee's membership to include one staff member of Court and the Student President with immediate effect
- amendments of the 'Remuneration Committee: Framework for Decision Making' document to ensure compliance with the revised Governance Code.
- to manage any possible conflicts of interest.

[Secretary's note: The Principal left the meeting whilst the Committee discussed this point.]

The Committee discussed Paragraph 10 of the Code relating to the Principal's salary. The Committee agreed to review the current practice how senior management team salaries are awarded from 2020 using 2019 as a starting point. *[Secretary's note: The Principal returned for the rest of the meeting.]*

The Committee agreed to endorse the proposed change of the Remuneration Committee and reporting arrangements to Court. The changes will be with immediate effect.

4 Update

Verbal

The Principal reported on the impact of the variance of Distinction Awards for clinical staff between Scotland and England and the potential impact on recruitment and retention. The Scottish Government position has remained consistent and therefore the risk for the University is likely to increase. Further information to be presented at the next meeting in January 2019.

5 Any Other Business

No other business was raised

6 Date of Next Meeting

Monday 28 January 2019 – 10.30 – 13.00