



REMUNERATION COMMITTEE

26 May 2020

Minute

Present: Susan Rice, Convener
Alan Johnston, Co-opted Member
Anne Richards, Vice-Convener of Court
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
James Saville, Director of Human Resources
Linda Criggie, Deputy Director HR – Employee Relations and Reward
Sheila Jardine, Senior HR Partner – Reward & Recognition
Clare Struthers, Executive Officer, HR

Observers: Caroline Gardner, Lay Court Member
Ellen MacCrae, President-elect, Students Association

1 Welcome

The Chair welcomed all attendees to the meeting and introduced Sheila Jardine who had recently replaced Karen Lothian as Senior HR Partner within the Reward team.

The Chair acknowledged that this was the last meeting for Andrew Wilson and welcomed newly elected Ellen MacRae. The Chair thanked Andrew for his input to the Remuneration Committee.

Committee members also recognised this was the last meeting for both Anne Richards and Susan Rice and thanked them for their contribution over many years.

2 Minute of meeting of 27 January 2020

Following a query regarding the Committee's request for an action log, it was agreed that this would be provided at future meetings. The minutes were approved as a true record of the meeting.

3 Matters Arising

The Committee noted an update paper regarding the shared equity scheme and the outcome of discussions with HMRC. The Committee were supportive of the continued user of the scheme provided it was used sparingly and judiciously, with the tax liability borne by the staff member.

SUBSTANTIVE ITEMS

4 Senior Leadership Team Remuneration

The Committee noted the paper, which explained that, in light of the financial challenges being faced by the University, all members of the Senior Leadership Team (SLT), led by the Principal, had offered to take a one-off voluntary reduction in basic salary for six months.

Subject to technical correction, the Committee agreed that, as referenced in the paper, this should be for the six-month period 1 August 2020 to 31 January 2021, and that salaries would revert back on 1 February 2021.

The Committee debated the approach to voluntary salary reductions by other grade 10 employees, with a range of views expressed. It was concluded that this should not be an expectation and that the mechanism for doing so by any other volunteer should be taken forward as appropriate by the Adaptation and Renewal Team.

5 Grade 10 and Equivalent 2020 Salary Review

The Director of HR advised that, in light of the financial challenges facing the University in 2020/21 and beyond, University Executive had decided to restrict contribution awards (for all grades including grade 10) to a flat, non-consolidated lump sum (of £500) payable in July 2020. It had also decided that awards would be restricted to those earning less than £100k.

It was also noted that the University proposed pausing the next round of contribution reward and that would be part of a package of proposals to be consulted on/ negotiated with the University's recognised trade unions over the coming months.

ROUTINE ITEMS

6 Summary and Update of Electronic Decisions

The Committee approved the paper, which collates the electronic decisions made by the Remuneration Committee and Principal between meetings.

7 Any Other Business:

There was no other business.

8 Date of next meeting: to be confirmed

Sandy Tudhope, Andrew Wilson and Ellen MacCrae left the meeting.

9 Director of Place

The Committee approved the recommended salary increase for the internal appointee to the newly created post of Director of Place.