



REMUNERATION COMMITTEE

27 January 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, Employment Policy, Equality & Diversity and Reward  
Karen Lothian, Senior HR Partner – Reward
- Observer:** Caroline Gardner, Lay Court Member
- Apologies:** Clare Struthers, Executive Officer, HR

**1 Welcome**

The Chair welcomed all attendees to the meeting.

**2 Minute of previous meeting**

The minute of the meeting held on 2 December 2019 was approved.

**3 Matters Arising**

There were no matters arising from the previous meeting.

**SUBSTANTIVE ITEMS**

**4 Grade 10 and Equivalent Staff Equal Pay Audit 2019**

The Committee noted the paper, which outlined equal pay audit data in advance of the 2019 Grade 10 Professorial and Senior Staff Salary Review, based on staff data as at 31<sup>st</sup> October 2019. The Committee noted:

- Progress is being made with more females in the Grade 10 population
- There appears to be a growing pay gap in clinical professorial staff
- The impact one highly paid individual had on the pay gap.

**Action: To sustain the emphasis on implementing the measures already in train to see continued progress in this area, informed by an understanding of other university best practice in this area.**

**5 Pay Context and Grade 10 and Equivalent Staff Annual Review 2020**

The Committee approved the paper, which outlined the pay context in which the University operates and recommended the number of awards to be made available

through the 2020 Grade 10 and equivalent staff annual review process. The Committee agreed that:

- The number of awards available for 2020 should be based on 30% of the population as in recent years
- The current split of 75% incremental and 25% lump sum payments should be retained for 2020
- The awarding of lump sum payments should be reviewed before the next round in 2021.

**Action(s): Remuneration Committee to be provided with an update on other universities practices regarding the review of senior pay and to receive data outlining lump sum payments made to staff over the past 3 years.**

## **6 Three-Year Analysis and Update of Electronic Decisions**

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

**Action: Three year analysis to be tabled annually at January meetings.**

## **7 Any Other Business**

The Chair and Vice-Convener of Court will step down from the Committee in July 2020. Committee members thanked them for their contribution. The Chair thanked Karen Lothian for her support to the Committee and wished her good luck in her new venture.

**Action: Director of HR to meet individually with members of the current Remuneration Committee to discuss the format of meetings and papers going forward.**

**Date of Next Meeting:** to be confirmed

*[Secretary's note: Sandy Tudhope and Andrew Wilson left the meeting]*

## **8 Principal's Pay Recommendations for Senior Team**

Proposed pay increases for the Senior Team were discussed. All were approved.

*[Secretary's note: Sarah Smith left the meeting while her proposed pay increase was discussed]*