



REMUNERATION COMMITTEE

2 December 2019

A

Minute

Present: Susan Rice, Chair
Anne Richards, Vice-Convener of Court (Convener)
Doreen Davidson, General Council Assessor
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
Karen Lothian, Senior HR Partner – Reward
Clare Struthers, Executive Officer, HR
Lee Hamill, Director of Finance (for Paper B)
Shona Blair, Direct Tax Manager (for Paper B)

Apologies: Alan Johnston, Co-opted Member
Sandy Tudhope, Professor of Climate Studies

1 Welcome Verbal

The Chair welcomed all attendees to the meeting and noted that apologies had been received from Alan Johnston and Sandy Tudhope.

2 Minutes Paper A

The Chair noted that in the minutes of the meeting on 19 August 2019, Caroline Gardner was incorrectly listed and should appear in her role as Observer under 'in attendance'. Pending this correction, the minutes were approved on this basis.

3 Matters Arising Verbal

There were no matters arising.

SUBSTANTIVE ITEMS

4 Shared Equity Scheme Paper B

[Note: The Director of Finance and the Direct Tax Manager joined the meeting].

The paper provided an update to Remuneration Committee on the operation of the University's Shared Equity Scheme (the "Scheme") and the taxation treatment thereof.

There was a discussion noting the current status of the review of taxation and disclosure to HMRC, and the possible future options for the Scheme.

Action: Finance to proactively engage with HMRC prior to the Christmas break. Remuneration Committee to receive an update at the January meeting.

[Note: The Director of Finance and the Direct Tax Manager left the meeting].

5 Any Other Business

Verbal

The Director of HR updated the Committee that the Senior HR Partner – Reward had resigned her post and will be leaving the University at the end of April 2020. Recruitment is underway for her replacement.

The Chair also gave an update that she and the Vice-Convenor would be vacating their posts on the Committee in 2020.

Making reference to the current industrial action, the EUSA President asked if the University would consider the spreading of pay deductions over two months from January 2020. The Director of HR responded and confirmed that the University's position on pay deductions for strike action had not yet been confirmed.

[Note: The EUSA President left the meeting].

6 Summary and Update of Electronic Decisions

Paper C

The Senior HR Partner – Reward talked to the paper. The Committee noted the majority of appointment salary cases were male whereas the majority of out of cycle salary increases were female.

Action: Gender pay gap data to be added to future papers.

7 Senior Leadership Team Pay Practices

Paper D

This paper provided information to the Remuneration Committee regarding the approach to be taken to the 2020 review of the remuneration of the University's Senior Management Team.

The Committee was asked to discuss and agree the proposed approach to the review of senior management salaries and agree the summary of the paper which will be presented to Court that afternoon.

Following evaluation of the paper and some minor amendments, the summary paper for Court was approved.

ROUTINE ITEMS

8 Retention Cases

The Committee was asked to discuss and approve two retention cases for two academic staff in the College of Medicine and Veterinary Medicine.

After discussion around the external factors, current performance and future potential, the Committee approved the cases as presented.

9 Date of Next Meeting

The next meeting will take place on 27 January 2020.

Secretary: Clare Struthers
6 December 2019