

## REMUNERATION COMMITTEE

Thursday 30<sup>th</sup> August 2018

### Minutes

Members: Susan Rice (Convenor), Alan Johnston, Doreen Davidson, Anne Richards

In Attendance: Peter Mathieson, Sarah Smith, James Saville, Karen Lothian

Item	Summary of Discussion	Action
1	<u>Welcome</u> <ul style="list-style-type: none"><li>SR welcomed all attendees</li></ul>	
2	<u>Report on outcomes of the Grade 10 and equivalent salary review and Central Academic Promotions Committee</u> <p>There was a useful debate about the outcomes of the 2018 Grade 10 and Equivalent Staff Salary Review and 2018 Central Academic Promotions Process.</p> <p>RC encouraged by explanation of the process that it is fair and reasonable.</p> <p>In discussion the following points were made:</p> <ul style="list-style-type: none"><li>Continual improvement of gender pay gap and number of females being nominated.</li><li>Concern around those who are not being nominated.</li><li>The contextual data provided is very helpful and supports effective consideration in the Grade 10 review.</li><li>The consideration of gender equality in these processes is important and the commitment to this activity is clear from the paper presented.</li></ul> <p>Paper for future meeting (Aug 19) which will outline the current promotion reward process.</p>	Reward Team
3	<u>Out of Cycle Cases and Electronic Decisions</u> <p>RC reviewed the Out of Cycle process and cases and noted the success rate and agreed it was working well.</p> <p>They recognised that the percentage of cases has remained about the same but there had been an increase in quantum. Agreed to keep this under review.</p> <p>RC noted that the salary threshold had not increased since implemented in 2007. Agreed to increase to £125k and/or 25% uplift.</p>	

4	<u>Updates</u> RC welcomed the paper	
5	<u>Any Other Business</u> Paper for next meeting on adopting the new CUC guidelines Paper on clinical awards	
6	<u>Date of Next Meeting</u> 19 <sup>th</sup> November 2018	