



REMUNERATION COMMITTEE
23 September 2020
Minute

Present: Caroline Gardner, Convener
Alan Johnston, Co-opted Member
Doreen Davidson, General Council Assessor
Janet Legrand, Senior Lay Member

In attendance: 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
Sheila Jardine, Senior HR Partner – Reward & Recognition
Clare Struthers, Executive Officer, HR

1 Welcome

The Chair welcomed all attendees to the meeting.

2 Minutes of meeting of 26 May

The minutes were approved as a true record of the meeting.

3 Matters Arising from meeting of 26 May 2020

There were no matters arising.

SUBSTANTIVE ITEMS

4 Principal and Vice-Chancellor's Remuneration

The Convener noted that the Principal had declined to accept the salary increases offered in both 2019 and 2020 and reminded the Committee that he was currently taking a voluntary 20% pay cut for six months, from 1 August 2020 to 31 January 2021. It was also noted that the Principal had formally accepted the five-year extension to his contract.

It was noted that, in order to comply with the Higher Education Governance Code, the Committee had to present Court with key principles underpinning the approached approach to the review of the Principal's remuneration. It was agreed that Court should be asked to approve an approach which takes particular account of internal relativities, in particular the pay constraint faced by all other University staff. Court will be asked to endorse this approach at its meeting on 28 September 2020.

ROUTINE ITEMS

5 Any Other Business

There was no other business.

6 Dates of Future Meetings

These were confirmed as 26 January 2021 and 25 May 2021.