



**REMUNERATION COMMITTEE**

**24 January 2022**

**Minute**

- Present:** Hugh Mitchell, Convener  
David Law, Co-opted Member  
Frank Armstrong Co-opted Member  
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 of HR – Employee Relations, Employment Policy, Equality & Diversity and Reward

- 1 Welcome**  
The Convener welcomed all attendees to the meeting which had as its sole focus the annual review of the remuneration of the Principal and Vice-Chancellor.
- 2 Minutes of meeting of 18 November 2021**  
The minutes were approved as a true record of the meeting.
- 3 Matters Arising from meeting of 18 November 2021**  
There were no matters arising.

**SUBSTANTIVE ITEMS**

- 4 Review of Principal and Vice-Chancellor's Remuneration**  
The Committee received an update from the Senior Lay Member regarding the Principal's annual performance review which had taken place in November 2021.

All agreed that a salary award was merited and that, in line with the principles agreed by Court in November 2021, this should reflect the general 1.5% award to all staff in August 2021.

The Committee noted that the Principal had declined the salary increases awarded to him in January 2019 and 2020. To aid deliberation, the Convener and Senior Lay Member outlined the discussions they had had with the Principal regarding his intentions were he to be awarded an increase in January 2022.

It was noted that the Principal intended to decline any award made.

Following discussion, the Committee agreed that, while merited on the basis of contribution, it was important to respect the Principal's views and so decided that a salary increase would not be offered.

**ACTION:** All agreed that, in communicating the Committee's decision, it should be made clear that a zero award was in no way a reflection of the Principal's performance during yet another challenging year for the University.

## **ROUTINE ITEMS**

### **5 Any Other Business**

There was no other business.

### **6 Date of Next Meeting**

It was noted that the date of the autumn 2022 meeting had yet to be confirmed.