



REMUNERATION COMMITTEE

26 January 2021

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 Convener welcomed all attendees to the meeting which has as its sole focus the remuneration of the Principal and Vice-Chancellor.

2 Minutes of meeting of 23 September 2020

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

3 Matters Arising from meeting of 23 September 2020

There were no matters arising.

SUBSTANTIVE ITEMS

4 Review of Principal and Vice-Chancellor's Remuneration

The Committee was informed that the Principal's performance appraisal took place in November 2020 (the paper to be amended accordingly).

After discussion, and recognising that the six-month salary reduction volunteered by the Principal team would end on 31 January 2021, the Committee agreed that, in line with the approach approved by Court, there should be a zero pay increase for the Principal in line with the senior team and all other university staff.

Action: It was agreed that in relaying this to the Principal, the Convener would stress that this was in no way a reflection of his performance in the most difficult of circumstances, and record the Committee's thanks and appreciation on behalf of Court.

ROUTINE ITEMS

5 Any Other Business

There was no other business.

6 Dates of Future Meetings

The next meeting of the Remuneration Committee to discuss the approach to reviewing the Principal's remuneration will take place in September 2021, exact date TBA.