



THE UNIVERSITY *of* EDINBURGH

A

REMUNERATION COMMITTEE Meeting Two

15 September 2025

Minute

Present: Hugh Mitchell, Convener
Janet Legrand, Senior Lay Member
Douglas Millican, Co-opted Member

In attendance: Leigh Chalmers, Vice-Principal and University Secretary
Denise Nesbitt, Director of HR Organisation Development
Sheila Jardine, Senior HR Partner - Reward

Apologies: James Saville, Director of Human Resource

1	Welcome
	The Convener welcomed all attendees to the meeting.
2	Minutes of meeting 2 of 27 January 2025
	The minutes were previously approved electronically by the Committee as a true record of the meeting.
3	Matters arising from meeting of 27 January 2025
	No other matters were raised by committee members.

SUBSTANTIVE ITEMS

4	Remuneration of the Principal and Vice-Chancellor (Principal)
	The HR Director, Organisation Development spoke to the paper proposing the approach to the review of the Principal's remuneration in January 2026. The committee endorsed the approach which will be presented for approval by Court on 6 October 2025.
5	Any Other Business
	None raised.
6.	Date of Future Meetings
	Date of next meeting confirmed as 26 January 2026.