



**REMUNERATION COMMITTEE
Meeting Two**

26 January 2026

Minute

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

In attendance: James Saville, Director of Human Resources (HR)

1	Welcome
	The Convener welcomed attendees to the meeting. There were no conflicts of interest reported.
2	Minutes of meeting on 15 September 2025
	The minutes were formally supported by the Committee as a true record of the meeting.
3	Matters arising from meeting of 15 September 2025
	No other matters were raised by committee members.

SUBSTANTIVE ITEMS

4	Remuneration of the Principal and Vice-Chancellor (Principal)
	<p>[Leigh Chalmers was not present for the discussion about the Principal's pay. The notes were relayed to her by the convenor after the discussion.]</p> <p>The Committee received an update from the Senior Lay Member regarding the Principal's annual performance review against objectives. The Committee recognised that in many areas, and in a challenging funding and international environment, there were many areas where the University has done well, whilst recognising that in others, notably the financial challenges, the University is not where it expected or needs to be.</p> <p>The Convenor and the HRD outlined to the group the main points of a meeting held with Toby Kelly and Ash Scholz to seek their input to the discussion about pay increases for the SLT and the Principal. It had been a valuable exercise, and had allowed for a good exploration of the complexities of the exercise. Toby and Ash felt that taking everything into account the Principal should not receive an increase this year.</p>

<p>The Committee considered this carefully. They also considered the wider pros and cons associated with remuneration of the Principal in line with the Court approved principles agreed on 6th October 2025.</p>

<p>A 1.4% salary increase reflecting the general JNCHES award to staff in August 2025 was approved.</p>
