



REMUNERATION COMMITTEE

18 May 2026

Minutes

Present: Hugh Mitchell, Convener
Janet Legrand, Senior Lay Member
Douglas Millican, Co-opted Member
Toby Kelly, Academic Staff Member
Ash Scholz, EUSA President

In attendance: Peter Mathieson, Principal and Vice-Chancellor
Leigh Chalmers, Vice-Principal and University Secretary
James Saville, Director of Human Resources (HR)
Louise Kidd, Senior HR Partner, Reward & Recognition

1	Welcome
	The Convener welcomed all attendees to the meeting. No conflicts of interest were declared.
2	Minutes of meeting of 26 January 2026
	The minutes were formally approved by the Committee as a true record of the meeting.
3	Matters arising from meeting of 26 January 2026
	There were no matters arising.
4	Action Log update and Annual Meeting Cycle
	One item held over to September meeting (Executive Directorships).

SUBSTANTIVE ITEMS

5	Grade 10 Population
	The committee welcomed an updated data pack of information regarding the makeup of the university's grade UE10 staff. The Senior HR Partner, Reward provided a summary of the data. The committee acknowledged the 1.86% decrease in the Grade 10 population due to the cap applied for academic promotions to grade 10/Chair, reduction in recruitment and voluntary redundancy. The committee noted the small but positive shift in the female population numbers which now makes up 35% of the grade 10 population. New hires into this population are 43% female. Clinical Academics are 25% female which has a bearing on the gender pay gap. For grade 10 and equivalent the gender pay gap is 5.45% and the median is 3.28%. If

	Clinical Academics are discounted the gender pay gap is 2.53% based on average salary and there is no gap based on median salary. The committee welcomed the improvement over time and acknowledged the caveat that it is driven in part by short term measures.
6	Clinical Academic Salaries Management
	The Director of HR presented an updated paper providing an overview of remuneration of Clinical Academics in the University. A comparison with other Russell Group Universities reveals that they do not seek approval from Rem Com for changes or appointment to clinical roles due to the specific way in which these salaries are governed. The committee requested further analysis of the balance of cost between the University and NHS, and current oversight arrangements.
7	Framework for Performance Related Pay for SLT
	The Director of HR provided a verbal update. It was agreed that given the University's financial situation and planned changes, a move to more focused performance related reward would be difficult in the short term, though desirable as a goal. Background work should continue to explore design options.

ROUTINE ITEMS

8	Any Other Business
	The Convener confirmed that Nomination Committee had agreed that no changes to RemCom's TOR are required following a review regarding the extent of student and staff attendance when individual cases and salaries are under discussion. As a matter of good practice and building on the session undertaken as part of the recent round, a pre-meeting between staff and student members with the Convener and Director of HR will be built into the committee's salary review process.
9	Date of next meeting
	The date of the next meeting was confirmed as 16 September 2026 via Teams.

[The Convener thanked Ash Scholz and Toby Kelly for their contributions confirming this is their final attendance at the Remuneration Committee meeting. Ash and Toby left the meeting]

Individual Salary Proposals

10	Electronic Decisions
	The Senior HR Partner, Reward spoke to the paper, noting the Committee had considered one case since the January 2026 meeting. Eight senior appointment salaries were also approved by the Principal since January 2026. In response to the Internal Audit review findings, and to ensure Grade 10 appointments and salary changes obtain the correct approval, an adjustment to the process has been implemented with the assistance of HR Operations who process

	contractual changes. This adjustment is working well resulting in every salary change and appointment receiving the correct approval.
	The Committee approved the salary pertaining to the Chair in Quantum Computing.

The Convener thanked Janet Legrand for her contributions confirming this is also her final attendance at the Remuneration Committee meeting.