

SPECIAL MEETING OF THE REMUNERATION COMMITTEE

Tuesday 8th March 2022 – 16:00-17:00

Meeting held via Teams

MINUTES

Present: Mohammed Saddiq (Chair), Jack Boyer (Chair of the Board of Trustees), Jessica Cecil (Lay member of the Board of Trustees)

In attendance: Claire Buchanan (Chief People Officer), Hannah Quinn (Head of Governance)

Apologies: Andrew Poolman (University Treasurer and lay member of the Board of Trustees), Linda Fletcher (Lay member of the Board of Trustees)

1 WELCOMES, APOLOGIES AND ANNOUNCEMENTS

1.1 The Chair welcomed members to the meeting and confirmed the meeting was quorate.

2 VICE-CHANCELLOR REMUNERATION

2.1 Received: Paper REMCO/21-22/008

2.2 Chief People Officer introduced the paper. The following points were NOTED:

- 2.2.1 The political climate for pay and pensions, considering that the University would be re-balloted for further strike action in relation to pay and pensions.
- 2.2.2 The provision of benchmark data, **[REDACTED: May prejudice commercial interests]**
- 2.2.3 The context of the current package of each candidate, their experience and ability
- 2.2.4 The recommendations for each candidate, based on an initial discussion of candidate expectations.
- 2.2.5 That the PILOP scheme has been closed, and any payment in regard of pensions would need to be accounted for in base salary
- 2.2.6 The expectation that both candidates would grow into the role and would have their performance formally considered initially by RemCo in October 20223 (14 months from appointment)
- 2.2.7 **[REDACTED: May prejudice commercial interests]**
- 2.2.8 **[REDACTED: May prejudice commercial interests].**
- 2.2.9 That leave and other entitlements should be the same as all staff
- 2.2.10 The process for approval of the successful candidate

2.3 The following points were DISCUSSED:

- 2.3.1 **[REDACTED: Confidential personal information]**
- 2.3.2 **[REDACTED: Confidential personal information].**

- 2.3.3 **[REDACTED]**: May prejudice commercial interests]
 - 2.3.4 The parameters within which the offer could be made to the successful candidate, and the need to have some room to manoeuvre when discussing packages. The Committee supported and agreed range for each candidate as set out below.
 - 2.3.5 The Committee discussed the points raised by Linda Fletcher, submitted in advance of the meeting, **[REDACTED]**: Confidential personal information].
 - 2.3.6 **[REDACTED]**: Confidential personal information]
- 2.4 APPROVED the following remuneration for the successful candidate. **[REDACTED]**: Confidential personal information and information for future publication]