

C.4 REMUNERATION COMMITTEE

C.4.1 PURPOSE

The Remuneration Committee (RemCo) determines the terms and conditions of the Vice-Chancellor and President and the senior staff as defined below. It also reviews all other high earning staff. It is responsible for approving all severance arrangements for all staff falling into the Office for Students (OfS) requirement. In addition, the Remuneration Committee monitors statutory reporting on equal pay issues.

C.4.2 DELEGATED POWERS

- i. **Vice-Chancellor and President** - Determine the service contract and the annual total reward of the President.
- ii. **Senior Staff** - To consider the Vice-Chancellor and President's recommendations and determine (a) the employment contract and terms and conditions of service and (b) the total annual reward for these staff.
- iii. **Other High Earning Staff** – To consider the Vice-Chancellor and President's recommendations and determine (a) the employment contract and terms and conditions of service and (b) the total annual reward.
- iv. **Severance** - Approve the terms of any severance in the event of the termination of employment of anyone falling into the OfS requirement, after having regard to relevant guidance and codes of practice.
- v. **Remuneration Policies** – Approve remuneration policies for the Vice-Chancellor and President and the senior staff.
- vi. **Appraisal** - Approve the appraisal process for the Vice-Chancellor and President and the senior staff and receive agreed objectives and a report on the appraisal of each individual.

The Committee will report to Council on decisions taken under Delegated Powers.

C.4.3 OTHER TERMS OF REFERENCE

The Remuneration Committee will provide assurance to Council on statutory reporting on Equality, Diversity and Inclusion matters relating to the remuneration of staff.

C.4.4 COMPOSITION

- i. At least three Independent members of Council (one of these will act as Chair)
- ii. Pro-Chancellor and Chair of Council
- iii. One Co-opted member with relevant HR experience (optional).

C.4.5 IN ATTENDANCE

- i. Vice-Chancellor and President as necessary
- ii. University Secretary
- iii. Director of Human Resources.

C.4.6 FREQUENCY OF MEETINGS

At least one Committee meeting per annum.

C.4.7 SPECIAL ISSUES

The Senior Staff currently comprises the members of the Vice-Chancellor and President's Senior Leadership Team plus the University Secretary and the Director of

Internal Audit. Remuneration Committee has delegated power to amend this definition.

Remuneration Committee can determine the definition of “Other High Earning Staff” – currently this is set at remuneration exceeding £100k per annum. The current OfS requirement is that Remuneration Committee approves severances for those whose remuneration in that year exceeds £100k per annum. These limits will be reviewed at intervals to ensure transparency and compliance with OfS and other requirements.