

Remuneration Committee B (Staff Pay)

Key Role

The Remuneration Committee B determines, reviews and reports to Council on the principles and strategy for the reward of staff. It also determines, reviews and reports on the remuneration of the Officers of the University (excluding the Vice-Chancellor) i.e. the Deputy Vice-Chancellor/Provost, Pro Vice-Chancellors, Chief Operating Officer and the framework for the remuneration of the senior staff of the University (Professors and Grade 10 Professional Services staff).

The Committee has a responsibility to ensure that consideration of value for money is embedded in decision making, in line with the University's Value for Money (VfM) Policy, that its decisions and approvals are in line with its delegated authority, and that it is accountable for and transparent in its decision making. Where appropriate this regard for VfM should include measuring and reporting on performance to determine if University pay frameworks and reward and recognition initiatives have delivered their intended outcomes and secured value for money.

Terms of Reference

- (a) To determine, review and report on the principles and strategy for the reward of all staff, excluding the Vice-Chancellor.
- (b) To determine, review and report on the remuneration of the Deputy Vice-Chancellor/Provost and Chief Operating Officer, both on appointment and in post.
- (c) To determine the framework for the remuneration (including Discretionary Pay Review) of all staff at G10 level, both on appointment and in post; and to receive reports on the application of this framework.
- (d) To determine the remuneration for individual members of staff, other than those in (b) above, where their total remuneration is above the G10 framework thresholds.
- (e) To receive the outcome of salary reviews for staff in grades 1-9.
- (f) To determine individually negotiated termination packages for members of the University Executive team, excluding the Vice-Chancellor, and any staff whose salary is in excess of £100,000 (the level specified by the CUC in its [Guidance on Decisions Taken about Severance Payments](#)) and any guidance from the Office for Students on this matter.
- (g) To determine individually negotiated termination packages for all staff (except the Vice-Chancellor) where the package is expected to exceed £95,000.
- (h) To receive assurance regarding the design and principles of any University wide scheme which is intended to result in multiple termination packages.
- (i) To comply with the guidance within the [CUC Higher Education Senior Staff Remuneration Code](#) in regard to all decisions

Composition

Membership

- Independent member of Council (who is not a Chair of any other sub-committee) (Chair)

- Chair of Council
- Chair of Strategy and Performance Committee
- Chair of Audit and Risk Committee
- Chair Finance and Resources Committee
- Member Finance and Resources Committee

In attendance

- Vice-Chancellor
- Chief Operating Officer and University Secretary*
- Executive Director of Human Resources*

**Officers to withdraw when matters relating to their remuneration are under consideration.*

Deputising for members is not permitted without explicit agreement of the Chair.
The Committee cannot further delegate its responsibilities as set out above.

Committee Management

Secretary

Provided through the HR Division

Quorum

Three members

Frequency of meetings

Three times per year.

Additional meetings can be arranged at the request of the Chair.

Reports to

Council