

**Key Role**

To determine, review and report on the remuneration of the Vice-Chancellor.

The Committee has a responsibility to ensure that value for money for all students and taxpayers is embedded in decision making, in line with the University's Value for Money Policy, having regard to VfM whenever it is called to review proposals and approve plans in line with its delegated authority, ensuring transparency and accountability in operational decision making and planning for the future. Where appropriate this regard to VfM should include measuring and reporting on performance to determine if projects have delivered their intended outcomes and secured value for money.

**Terms of Reference**

- (a) To determine, review and report on the remuneration of the Vice-Chancellor either on appointment or in post.
- (b) To determine any individually negotiated termination package for the Vice-Chancellor.
- (c) To comply with the guidance within the CUC Higher Education Senior Staff Remuneration Code in regard to all decisions.
- (d) To report annually to Council with a written report.

**Composition Membership**

- Independent member of Council (who is not a Chair of any other sub-committee) (Chair)
- Chair of Council
- Chair of Strategic Performance and Resources Committee
- Chair of Audit and Risk Committee
- Vice-Chair of Council

**In attendance**

- Director of Human Resources
- Chief Operating Officer

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 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.

11 ToR updated to reflect increased VFM focus as agreed by Council in July 2020 and also logistical matters (Secretary, frequency etc)

**Reports to**

Council