

Remuneration Committee B (Staff Pay)

Terms of Reference

The Terms of Reference of Remuneration Committee B (Staff Pay) are set out below:

- (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 all Officers of the University (excluding the Vice-Chancellor) i.e. Provost, Pro Vice-Chancellors, Chief Operating Officer, either on appointment or in post.
- (c) To determine the framework for the remuneration (including Discretionary Pay Review) of all Heads of School, Professional Services Directors at grade 10, the Librarian, and the Professoriate, either on appointment or in post; and to receive reports on the application of this.
- (d) To receive the outcome of salary reviews for staff in grades 1-9.
- (e) To determine individually negotiated termination packages for staff in the University Executive Group, excluding the Vice-Chancellor, and any staff whose salary is in excess of 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.
- (f) To comply with the guidance within the CUC Higher Education Senior Staff Remuneration Code in regard to all decisions