



Minutes Meeting of Senior Remuneration Committee

Date and time: Monday 8 February 2021, 11.00am – 12.30pm

Present: Mr Tony Pedder in the Chair
Mrs Alison Hope
Mr Richard Mayson
Mr John Sutcliffe
Mr Stephen Sly
Ian Wright, Director of HR (Secretary)

In attendance Suzanne Duke

1.	Apologies No apologies were received.
2.	Declaration of conflicts of interest No conflicts of interest were declared.
3.	Minutes of last meeting & matters arising The minutes of the meeting on 2 November 2020 were approved as an accurate record. The Committee noted that any matters arising were to be covered in the agenda of this Committee meeting.
4.	Update on University Reward and Recognition Schemes <p>The Committee received a paper which updated on the latest position of the University's annual reward and recognition schemes, including the nationally negotiated pay awards. The paper outlined the decision to merge the 2020 annual reward rounds into the 2021 reward round timeframe, and noted that automatic increment uplifts had been implemented from 1 January 2021. The paper also included details of the one-off recognition schemes that the University ran at the end of 2020 to reward and recognise exceptional individual contribution and collective efforts.</p> <p>In light of this context, the Committee discussed whether now was the time to reinstate the Executive Performance Scheme for the current 2020/21 academic year. The Committee agreed, taking into account more broader context and continued uncertainty, it was still too early to reinstate the scheme at this point. The Committee agreed to review this position again at its next meeting in April.</p> <p>The paper received by the Committee also outlined a project underway, led by the Provost & Deputy Vice-Chancellor, to review the University's approach to recruiting, appointing and remunerating academic leaders at Professorial level. The Committee</p>

	<p>noted the relevance of this update in ensuring consistency and internal relativities are taken into account when reward decisions are made across the governance structure. The Committee asked to be kept updated on this project as it develops.</p>
5.	<p>Update on UEB recruitment and remuneration</p> <p>The Committee received an update on UEB recruitment, including interim arrangements and plans to recruit to these roles permanently. This included:</p> <ul style="list-style-type: none"> • Plans to cover the Vice-President & Head of Faculty of Engineering, on an interim basis initially, following the recent announcement of the retirement of Professor Mike Hounslow who will leave the University at the end of August 2021. • An extension to both the interim roles of the Vice-President & Head of Faculty of Medicine, Dentistry & Health and the Interim Vice-President for Education until the summer of 2022. • Remuneration implications and proposals associated with these roles for Committee decision, supported by benchmarking information. • The plans in place to recruit to all of the above roles permanently. <p>The Committee asked to be kept updated on these plans as they developed.</p>
6.	<p>Annual Review of Committee Terms of Reference</p> <p>The Committee undertook the annual review of its terms of reference and agreed that no changes would be recommended to Council at this point.</p>
7.	<p>AOB</p> <p>The Director of HR gave a verbal update on the USS valuation and next steps.</p>
8.	<p>Dates & times of next meetings:</p> <ul style="list-style-type: none"> • Monday 26 April 2021, 12.00pm • Tuesday 15 June 2021, 9.00am