Senior Remuneration Committee

Terms of Reference:

1. To determine on appointment and review from time to time, in their absence, the remuneration and benefits of the President & Vice-Chancellor.

2. To determine on appointment and review from time to time, annually in their absence, after receiving advice from the President & Vice-Chancellor, the remuneration and benefits of the members of the University Executive Board.

3. To periodically receive information on the remuneration and composition of Professorial and Professorial equivalent staff as determined by the Committee.

4. To determine and review from time to time the overall parameters for settlement and early retirement arrangements for all staff.

5. To regularly review the numbers and costs of financial settlements and early retirement costs for all staff.

6. To delegate to any two of the following, as appropriate, the approval of financial settlements and early retirement charges, within the overall agreed parameters: the President & Vice-Chancellor, Chief Operating Officer, Provost & Deputy Vice-Chancellor, Director of Human Resources and one of the Vice-Presidents. Any exceptions to be agreed by at least two members of the Senior Remuneration Committee, being fully cognisant of the facts of the situation.

7. In its consideration of all forms of payment, reward and severance to staff within its remit, to consider the interests of the institution and to have regard for the public interest and the safeguarding of public funds.

Reports to: Council.

Membership:

Chair (The Chair of the Council) Mr Tony Pedder

Ex-officio members:

The Pro-Chancellors
Mrs Alison Hope
Mr Richard Mayson
Mr Tony Pedder (see above)

The Chair of the Human Resources Committee Mr Richard Mayson

The Treasurer Mr David Young

The President & Vice-Chancellor or the Provost & Deputy Vice-Chancellor Professor Sir Keith Burnett / Professor Gill Valentine (Interim)

The Chief Operating Officer Mr Andrew Dodman

A lay member of the Council Mr Stephen Sly 2017-20

Secretary:
A member of the Human Resources Executive Mr Ian Wright

Quorum: Three members of the Committee, of whom not more than one may be member of staff of the University.