**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**  
  TBC

**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.