Senior Remuneration Committee

Terms of Reference:

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

2. To determine on appointment and review from time to time, 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 John Sutcliffe

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.