



Minutes Meeting of Senior Remuneration Committee

Date: Monday 24 February 2025, 2.00-3.30pm

Present:

Martin Temple (Chair of Council, and Chair of the Senior Remuneration Committee)

Claire Brownlie (Pro-Chancellor)

Rob Memmott (University Treasurer)

Philip Rodrigo (Senior Independent Governor)

Adrian Stone (Pro-Chancellor)

Secretary:

Rob Gower (Deputy Director of HR)

In attendance:

Suzanne Duke (Head of Reward)

1.	Apologies No apologies were received.
2.	Declaration of conflicts of interest No conflicts were declared.
3.	Minutes of last meeting and matters arising The Committee noted that the minutes of the meeting on 21 October 2024 had already been approved by the Committee as an accurate record and shared with Council at its November 2024 meeting.
4.	UEB and Senior Roles Update The Secretary updated on recruitment and changes relating to UEB and other senior roles. This included the recently appointed Interim Vice-President and Head of the Faculty for Health, for whom the Committee had already approved the remuneration package, and the recruitment timescales for the Interim Vice-President and Head of the Faculty of Arts & Humanities. The Committee noted that that they would be asked to approve the remuneration package for the Interim Vice-President and Head of the Faculty of Arts & Humanities once an appointment had been made.
5.	Vice-President allowance level review

	<p>The Committee reviewed and revised the leadership allowance level used when making Interim or Clinical UEB academic appointments. The allowance has remained static for a number of years and was reviewed in light of the recent changes to other academic leadership allowances to maintain an appropriate differential and appropriately reflect the size of the leadership responsibilities.</p>
6.	<p>Annual Review of Committee terms of reference and Schedule of Business</p> <p>The Committee undertook the annual review of their Terms of Reference (published on the Council Senior Remuneration Committee web pages) and Standard Business Cycle and made no changes.</p>
7.	<p>AOB</p> <p>The Head of Reward updated the Committee on the University's change in IT policy for lay members. The Committee noted the changes, including that all future papers and emails would be sent to their University email accounts. Committee members would be notified via their given personal email address of any information that had been sent to their University accounts.</p>