



Minutes Meeting of Senior Remuneration Committee

Date: Monday 28 April 2025, 2.00-4.00pm

Present:

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

Rob Memmott (University Treasurer)

Adrian Stone (Pro-Chancellor)

Secretary:

Rob Gower (Deputy Director of HR)

In attendance:

Suzanne Duke (Head of Reward)

1.	Apologies The Chair confirmed that apologies had been received from Claire Brownlie (Pro-Chancellor) and Philip Rodrigo (Senior Independent Governor). With three members present, the Committee remained quorate.
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 24 February 2025 had already been approved by the Committee as an accurate record and would be shared with Council at its April 2025 meeting.
4.	Mid-Year Reviews The UEB mid-year review documents were presented to the Committee for consideration. The Committee considered the mid-year review documents, which included comments from both the President & Vice-Chancellor and the Provost & Deputy Vice-Chancellor on individual progress against objectives. The Committee noted that all UEB members were on progress with their objectives and that they would review the objective outcomes for the full academic year 2024-2025 for each UEB member at its October meeting.
5.	Senior Remuneration Review

	<p>In line with its standard business schedule and terms of reference, the Committee received information on the latest sector benchmarking data and pay position of UEB and other senior roles to enable the Committee to review the current remuneration position of UEB roles in relation to the market.</p> <p>The Committee reviewed the salaries of each UEB member in relation to this benchmarking data. Based on the data, the Committee agreed that UEB remuneration overall remained in line with the sector.</p> <p>In line with its terms of reference, the Committee also reviewed data showing remuneration of specific senior roles, including those with a base salary of £100,000 or more. The Committee noted that the numbers and roles remained appropriate for the University's size and position.</p>
6.	<p>National Pay Award</p> <p>The Committee received an update on the current position of the 2025-26 national pay negotiations for the sector. The Committee considered the potential impact of applying the nationally negotiated pay outcome to UEB member salaries. The Committee noted that the UEB had agreed to apply the national pay award to Professorial and Professorial Equivalent salaries, and agreed it was important to maintain appropriate relativities in pay across the organisation.</p> <p>Following its considerations, the Committee agreed to apply the national negotiation outcome 2025-26 to UEB members, in line with its approach in previous years. The Committee noted that a decision to continue to apply the award this year, did not mean that it would automatically do so in future years.</p>