



Minutes Meeting of Senior Remuneration Committee

Date: Monday 27 April 2026 2:00 – 4:00pm

Present:

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

Claire Brownlie (Pro-Chancellor)

Rob Memmott (University Treasurer).

Secretary:

Rob Gower (Deputy Director of HR)

In attendance:

Gayle Balkow (Head of Reward and Talent Attraction)

1.	Apologies and attendees Apologies had been received from Adrian Stone (Pro-Chancellor) and Philip Rodrigo (Senior Independent Governor) The Committee confirmed that they were still quorate.
2.	Declaration of conflicts of interest No conflicts were declared.
3.	Minutes of last meeting and matters arising The Committee approved the minutes of the meeting of 23 February 2026 as an accurate record.
4.	SRDS 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 the President & 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 2025-2026 for each UEB member at its October meeting.
5.	Senior Remuneration Review

	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. Based on the data, the Committee agreed that UEB remuneration overall remained in line with the sector. 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.
6.	Senior roles appointments update The Secretary updated on recruitment relating to UEB and other senior roles. This included the recruitment timescales for the roles of University Secretary, Vice-President for Education, Director of Finance and Director of Campaigns roles.
7.	National Pay Award and University Annual Reward Schemes The Committee received an update on the current position of the 2026-27 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. Following its considerations, the Committee agreed to apply the national negotiation outcome 2026-27 to UEB members, in line with its approach in previous years. The Committee discussed the Executive Performance Bonus scheme, considering again, given the University's ongoing financial challenges, the appropriateness of awarding bonus payments for eligible participants to the scheme in 2026/27. Following careful deliberation, the Committee determined that no bonus payments would be made to participants this year. This decision is consistent with the approach taken in 2024 and 2025.
8.	AOB None

9.	Dates of next meetings: • 15 June 2026, 2 - 3.30pm • The schedule of 2026/27 meetings is as follows: ○ 13 October 2026, 2.00 – 4.00pm ○ 23 February 2027, 1.20 – 3.20pm ○ 27 April 2027, 2.00 – 4.00pm ○ 15 June 2027, 2.00 – 3.30pm
----	--