



## Minutes Meeting of Senior Remuneration Committee

**Date:** Tuesday 30 April, 9:30-11:00am

### **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 23 February 2024 had already been approved by the Committee as an accurate record and shared with Council at its 29 April 2024 meeting.

The Committee noted that all other matters arising and actions from its February meeting, were to be covered in the agenda of this Committee meeting.

#### 4. **End-of-tenure approach – academic UEB members**

At its February 2024 meeting, the Committee discussed the current regulations in the University Calendar which gave flexibility to appoint some UEB academic roles on either a permanent or tenure basis. The Committee had requested that a review and some benchmarking should be undertaken ahead of this meeting to understand the common

approach in the sector to ensure the University's approach was still appropriate to the attraction and retention of academic UEB members at the University.

The Committee were briefed on the outcome of this review which showed that the tenure approach was still in line with comparator institutions. The review showed the impact on attraction and retention may depend on the individual's long-term career aspirations, including whether the individual wanted to continue to be research active, which the tenure approach enabled.

The Committee agreed the current approach which provided flexibility for most UEB academic roles to be made on either a permanent or tenure basis, was important in continuing to support the attraction and retention of academic leaders on UEB. The Committee concluded that the University's current approach was still the right one.

## **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.

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 broadly competitive and in line with the sector. The Committee noted that further benchmarking would become available shortly and they would undertake a further check of remuneration against this data at its next meeting.

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 seemed appropriate for the University's size and reach.

The Committee also received an update on the current position of the 2024-25 national pay negotiations for the sector. The Committee considered the potential impact of applying the nationally negotiated pay outcome to UEB member salaries.

Following these considerations, the Committee agreed to apply the national negotiation outcome 2024-25 to UEB members, in line with its approach in previous years, but stressed it would continue to monitor the impact of this and noted that a decision to

continue to apply the award this year, did not mean that it would automatically do so in future years.

**6. AOB**

No other items of business were raised.