



Minutes Meeting of Senior Remuneration Committee

Date: Monday 24 June 2024, 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:

Professor Koen Lamberts (President and Vice-Chancellor) - Items 4 and 5 only
Suzanne Duke (Head of Reward)

1. Apologies and attendees

No apologies were received. The Committee noted that the President & Vice-Chancellor was due to join the meeting for agenda items 4 and 5.

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 30 April 2024 had already been approved by the Committee as an accurate record and were due to be shared with the Council at its 8 July 2024 meeting.

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

4. UEB Objective themes for 2024-25

The President & Vice-Chancellor joined the meeting.

The President & Vice-Chancellor outlined to the Committee the key institutional priorities that would inform the development of individual objectives of UEB members for 2024-25, for Committee comment and feedback.

The Committee confirmed they supported the key UEB objective themes presented and noted that the individual objectives for each UEB member would be developed over the summer and presented to the Committee at its October meeting for review and approval.

5. UEB Mid-Year Reviews

In 2023, the Committee agreed that they should have oversight of the mid-year review documents of all UEB members on an annual basis. This would enable the Committee to check in-year progress against the objectives as set and agreed in Autumn each year and note or agree any changes to objectives as appropriate.

The mid-year review documents were therefore presented to the Committee for review. The Committee reviewed the mid-year review documents, which included comments from both the President & Vice-Chancellor and the Lead Faculty Vice-President 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 2023-2024 for each UEB member and the University Secretary at its October meeting.

The President & Vice-Chancellor left the meeting.

6. Succession Planning Update

At its meeting in June 2023, the Committee agreed it would be helpful to receive an annual update on UEB succession planning on an annual basis as part of the Committee's standard items of business. This would enable the Committee to understand the depth of the leadership talent pool below UEB level, particularly for academic leadership roles.

The Secretary therefore provided an update on the latest succession plans in place at UEB level and the existing and emerging leadership pipeline below this in Faculties.

The Committee noted that the new roles of School Director Research and Innovation, School Director of Education and School Director of One University would further support succession planning. The roles would support and deputise for the Head of School and ensure a strong potential pool of talent for future Head of School appointments.

7. AOB

No other items of business were raised.