

Remuneration Committee

The Remuneration Committee agrees and oversees the annual remuneration process for senior staff.

Membership for 2014/15

[Open all sections](#)

End of Term of Office (until 31 July unless otherwise stated)

The Deputy Pro-Chancellor (Chair)	Dr C N Banks	28 November 2014
-----------------------------------	--------------	------------------

The Treasurer (Deputy Chair)	Ms C Merrick	2018
------------------------------	--------------	------

The Pro-Chancellor	Mr J E K Smith	2015
--------------------	----------------	------

The Vice-Chancellor and Principal (or the Vice-Principal in his absence)	Professor Sir D S Eastwood	
---	----------------------------	--

2 Lay Members of Council	Mr R Halton	2017
--------------------------	-------------	------

	Ms S Kaur-Stubbs	2017
--	------------------	------

In attendance:

- The Registrar and Secretary

Terms of Reference

i. To agree and oversee the annual remuneration process for senior staff.

ii. To review and agree the University's reward policy for senior staff, designed to support a high performance culture and taking account of pay data, market factors and the financial position of the University.

iii. To review and determine senior staff remuneration.

iv. To review senior staff equal pay issues.

v. To review and determine pay and reward for the Vice-Chancellor's direct reports (except his Personal Assistant); review reports on the Vice-Chancellor's objectives and performance, and review and determine the Vice-Chancellor's remuneration.

vi. To agree severance packages for staff earning in excess of £100k per annum.

vii. To monitor strategic risks relevant to the work of the Committee as determined by the Strategic Risk Register.

viii. To monitor the extent to which value for money is achieved within the areas under the Committee's oversight.

ix. To monitor relevant Key Performance Targets and to ensure that any concerns with performance against these KPTs are addressed.

Dates of Meetings

The committee meets annually in September and thereafter as and when required.

Contact Details

Mrs H Paver (Director of HR)

Secretary to Remuneration Committee

Email: h.paver@bham.ac.uk

<mailto:h.paver@bham.ac.uk> Telephone: +44 (0)121 414 6477