Remuneration Committee

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

Membership for 2013/14

Open all sections

		End of Term of Office (to 31 July)
The Deputy Pro-Chancellor (Chair)	Dr C N Banks	2014
A Lay Officer (Deputy Chair)	Dr M G Gilbert	2014
The Vice-Chancellor and Principal (or the Vice-Principal in his absence)	Professor D S Eastwood	
3 Lay Members of Council (may include a Lay Officer)	Mr J E K Smith	2014
	Mr R Halton	2014
	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

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