



Agenda

Remuneration Committee

Monday, 01 October 2018 at 11.00 in Vice Chancellor's Conference Room, Venn

Members are reminded that Standing Order 25 requires them to declare any interest in the business under discussion at the earliest opportunity. Members declaring an interest should automatically withdraw from the meeting when the relevant business is reached unless the Chair invites them to stay.

PART 1: PRELIMINARY ITEMS

Time	Item no.	Item	Led by
11.00	1	Welcome, Apologies for Absence and Declarations Apologies have been received from	Chair
11.00	2	Minutes of the last meeting To approve the minutes of the meeting held on 19 October 2017.	Chair
11.05	3	Matters arising To receive a verbal update.	Chair
11.10	4	Terms of Reference, composition and membership 2018-19 To note the committee's Terms of Reference, as approved by Council on 27 September 2018	Chair
11.10	5	Chair's Report To receive a verbal report from the Chair.	Chair

PART 2: MATTERS FOR DISCUSSION

Items on this part of the agenda are expected to generate debate at the meeting. Items may be for approval, for recommendation to a parent committee, or for information only. This part of the agenda may include presentations.

Time	Item no.	Item	Led by
11.15	6	Draft Senior Staff Remuneration and Severance Policy and Procedure To recommend to Council the Senior Staff Remuneration and Severance Policy and Procedure.	HR Director
11.20	7	Report on Pensions Cash Supplement To receive the report and the appendix.	HR Director
11.25	8	High Earners' Report To receive the report and the appendix.	HR Director
11.30	9	a) UCEA Executive Pay Summary	HR Director



		b) UCEA Remuneration Survey 2017 To receive the two reports.	
11.35	10	Cost of Living Award Proposal for ULT To receive the report and consider the recommendation.	VC
11.40	11	Review of ULT Pay and Reward To receive the report and the appendix and consider proposals from the Vice-Chancellor.	VC
12.00	12	Review of VC Pay and Reward To receive the report and consider proposals from the Chair of Council. a. To receive the VC's P11D	Chair of Council / HR Director
12.20	13	The Gender Pay Gap Report To receive the report and accompanying verbal update.	HR Director

PART 3: MATTERS FOR NOTE

Items on this part of the agenda are not expected to generate debate at the meeting. Items may be for approval, for recommendation to a parent committee, or for information only.

Notice must be given in writing to the Secretary by noon on the working day before the meeting, of:

- i. any item in Part 3 which a member wishes to be discussed or debated;*
- ii. And any questions on matters of fact relating to that item.*

Time	Item no.	Item	Led by
12.25	14	CUC Higher Education Senior Staff Remuneration Code To note the Code.	HR Director

PART 4: CONCLUDING MATTERS

Time	Item no.	Item	Led by
12.25	15	Valedictions To note the valedictions: Barry Dodd, Ruth Vincent.	Chair
12.25	16	Calendar of future meetings	Chair
		Click here to enter a date.	Click here to enter a date.
		<i>Thursday, 10 October 2019 13:00</i>	<i>26/09/2019 14:00</i>
12.25	17	Any other business <i>Notice must be given in writing to the Secretary by noon on the working day before the meeting of any other urgent business which:</i> <ul style="list-style-type: none"> <i>• has arisen since the meeting papers were prepared; and</i> <i>• which a member wishes to discuss at the meeting.</i> 	Chair