



REMUNERATION COMMITTEE

30 January 2023

Minute

Present: Hugh Mitchell, Convener
Frank Armstrong Co-opted Member
Janet Legrand, Senior Lay Member
Toby Kelly , Academic Staff Member

In attendance: Leigh Chalmers, Vice-Principal and University Secretary
Peter Mathieson, Principal and Vice-Chancellor
James Saville, Director of Human Resources (HR)
Jo Roger, Director of HR Partnering
Sheila Jardine, Senior HR Partner - Reward & Recognition

Apologies Niamh Roberts, President, EUSA

1	Welcome
	The Convener welcomed all attendees to the meeting. No conflicts of interest were declared.
2	Minutes of meeting of 12 September 2022
	The minutes were formally approved by the Committee as a true record of the meeting.
3	Matters arising from meeting of 12 September 2022
	No other matters were raised by committee members.
4	Action Log update and Annual Meeting Cycle
	The committee agreed to remove the single item on the action log as it is dependent on a future policy review which is currently unscheduled.

SUBSTANTIVE ITEMS

5	Grade 10 and Equivalent Staff Equal Pay Audit 2022
	The Director of HR Partnering provided a summary of the Grade 10 Equal Pay Audit which is produced annually. The committee acknowledged the gradual positive shift in gender pay gap position and discussed the need to do more on improving the disclosure rates by university staff to be able to draw more meaningful conclusions

	on ethnicity and disability pay gaps. The committee members look forward to the issue of the University wide Equal Pay audit published in April.
6	Grade 10 Professorial and Senior Staff Contribution Reward 2023
	The Director of HR Partnering provided a summary of the paper where for 2023 the increment and lump sum awards budget will revert to previous year's levels following an extraordinary budget in 2022. The committee requested that guidelines on the number of awards available through the process are to be better monitored and enforced by the panel and pay gaps referenced when increments are discussed.

ROUTINE ITEMS

7	Other Remuneration Matters
	Director of HR confirmed that the UCEA revised final offer for the year 2023-2024 has been communicated and expectations were that the unions will formally reject this. Strike action for the 2022-2023 pay deal is confirmed for throughout February and March.
8	Any Other Business
	None raised
9	Date of next meeting
	The date of the next meeting was confirmed as 22 May 2023.

Individual Salary Proposals

[Toby Kelly left the meeting]

10	Three Year Analysis of Electronic Decisions
	The Senior HR Partner, Reward spoke to the paper, noting the Committee had electronically considered and approved three senior appointment salaries since the September 2022 meeting. Six out of cycle salary increases had been approved by the Principal. The Committee discussed the impact of the pandemic in 2020 and 2021 influencing the reduction in the number of cases it had approved relative to 2022 and were pleased to note that the salaries awarded had enabled the University to secure and retain key skills and talent.
11	Principal's Pay Recommendations for Senior Management Team
	<i>(Leigh Chalmers left the meeting)</i> In-line with the Court approved principles agreed in November 2022 a small number of increases and one with a further adjustment to bring more in line with market were discussed and approved. In consideration of salary decisions taken, a thorough discussion took place on the impact of People and Money implementation in the context of overall performance.