



**REMUNERATION COMMITTEE
Meeting Two**

30 January 2023

Minute

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

In attendance: Leigh Chalmers, Vice-Principal and University Secretary
James Saville, Director of Human Resources (HR)
Jo Roger, Director of HR Partnering

Apologies None

1	Welcome
	The Convener welcomed all attendees to the meeting.
2	Minutes of meeting of 12 September 2022
	The minutes were formally supported 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.

SUBSTANTIVE ITEMS

5	Remuneration of the Principal and Vice-Chancellor (Principal)
	<p>The Committee received an update from the Senior Lay Member regarding the Principal's annual performance review against objectives. It was recognised that despite challenges, there were positive outcomes against the majority of objectives. A discussion was held on student satisfaction where a steady position was noted. On-going challenges with staff satisfaction, noting the shadow of the impact of People & Money Finance System implementation were considered. The very strong REF result and financial performance was also noted.</p> <p>In line with Court approved principles agreed in November 2022 a 3% salary increase reflecting the general 3% award to all staff in August 2022 was discussed and approved. In consideration of this salary decision a thorough discussion took place on the impact of People and Money implementation in the context of the Principal's overall performance.</p>

	<p>The timing of the recommendation was discussed given the start of the Principal's new five year term and noting that the Principal has not accepted any of the offered increases to pay since he was appointed.</p> <p>An express wish that he would accept the offer was agreed to be communicated to the Principal.</p>
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Post Meeting Note: The Principal accepted the increase.