



REMUNERATION COMMITTEE

22 May 2023

Minute

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

**In attendance:** Leigh Chalmers, Vice-Principal and University Secretary  
Peter Mathieson, Principal and Vice-Chancellor  
Jo Roger, Director of HR Partnering – Professional Services  
Sheila Jardine, Senior HR Partner - Reward

**Apologies** James Saville, Director of Human Resources (HR)

<b>1</b>	<b>Welcome</b>
	The Convener welcomed all attendees to the meeting. No conflicts of interest were declared.
<b>2</b>	<b>Minutes of meeting of 30 January 2023</b>
	The minutes were formally approved by the Committee as a true record of the meeting.
<b>3</b>	<b>Matters arising from meeting of 30 January 2023</b>
	No other matters were raised by committee members.
<b>4</b>	<b>Action Log update and Annual Meeting Cycle</b>
	The one action listed on the log was covered in the meeting through Paper D.

**SUBSTANTIVE ITEMS**

<b>5</b>	<b>Committee of University Chairs (CUC) Annual Review HE Senior Staff Remuneration Code</b>
	The Senior HR Partner - Reward presented the findings of an annual review of the University and Remuneration Committee practices in relation to the CUC code. It was noted that there have been no amendments to the code in the past 12 months and confirmed that the university continues to remain compliant. The committee discussed that the CUC code plays a supplementary role to the prevailing Code of Good HE Governance agreed by Chairs of Scottish University governing bodies, the

	University will also check its compliance with any changes made to the Scottish code when it becomes available.
<b>6</b>	<b>Grade 10 Insight</b>
	Director HR Partnering presented data insight into the grade 10 population. The committee welcomed the data and discussed the findings, requesting to see this more regularly to enable monitoring of any changes and trends over time, and action where necessary. The committee expressed some concern at the non-disclosure rates of disability and ethnicity which hinder the reliability of the analysis provided. The Director HR Partnering confirmed that work is underway to inform staff how the University uses their information and the importance of providing it; trust was discussed as a vital element in staff decisions on whether to share their data. Improvements in collecting the information at recruitment have led to higher disclosure rates, but more needs to be done now the People & Money system can be used to monitor and report on diversity data.

## ROUTINE ITEMS

<b>7</b>	<b>Other Remuneration Matters</b>
	None raised
<b>8</b>	<b>Any Other Business</b>
	None raised
<b>9</b>	<b>Date of next meeting</b>
	The date of the next meeting in September is yet to be confirmed by Court Services.

## Individual Salary Proposals

*[Toby Kelly and Niamh Roberts left the meeting]*

<b>10</b>	<b>Update of Electronic Decisions since January Meeting</b>
	The Senior HR Partner Reward spoke to the paper, noting the Committee had electronically considered and approved two senior appointment salaries and one out of cycle salary increase since the January 2023 meeting. One appointment salary had been approved by the Principal as well as one Personal Chair appointment.