



**REMUNERATION COMMITTEE
Meeting Two**

25 January 2024

Minute

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

In attendance: James Saville, Director of Human Resources (HR)
Jo Roger, Director of HR Partnering
(See note under #4)

Apologies None

1	Welcome
	The Convener welcomed all attendees to the meeting.
2	Minutes of meeting on 4 September 2023
	The minutes were formally supported by the Committee as a true record of the meeting.
3	Matters arising from meeting of 4 September 2023
	No other matters were raised by committee members.

SUBSTANTIVE ITEMS

4	Remuneration of the Principal and Vice-Chancellor (Principal)
	<p>[The discussion of the Principal's pay took place without James Saville and Jo Roger present. The notes were relayed by the convener to James Saville and Jo Roger after the discussion.]</p> <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, particularly to do with People & Money rollout, there were positive outcomes against the majority of objectives and that any decision about salary had to be taken on all evidence, not on just any single element.</p> <p>In line with Court approved principles agreed on 9th October 2023 a 5% salary increase reflecting the JNCHES award to staff in August 2023 was discussed and approved. In consideration of this salary decision a thorough discussion took place on the rounded view of the Principal's overall performance.</p>