



**REMUNERATION COMMITTEE
Meeting Two**

4 September 2023

Minute

Present: Hugh Mitchell, Convener
Janet Legrand, Senior Lay Member
Frank Armstrong, Co-opted Member
Douglas Millican, Co-opted 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 30 January 2023
	The minutes were formally supported by the Committee as a true record of the meeting.
3	Matters arising from meeting of 30 January 2023
	No other matters were raised by committee members.

SUBSTANTIVE ITEMS

4	Remuneration of the Principal and Vice-Chancellor (Principal)
	The Director, Human Resources spoke to the paper proposing the approach to the review of the Principal's remuneration in January 2024. The committee noted that the Principal accepted the 3% pay rise offered in January 2023 for the first time in his tenure. The committee also commented on recent insight published by UCEA on Vice Chancellor pay. The committee endorsed the approach which will be presented for approval by Court on 9 October 2023.
5	Any Other Business
	None raised
6.	Date of Future Meetings
	Date of next meeting confirmed as 25 th January 2024