

Remuneration Committee

20/11 A meeting of the Remuneration Committee was held via teams on Tuesday 9 June 2020 at 10.30 am.

over-arching scheme guidance was not always clear, particularly in respect of roles that were publicly funded (rendering most academic roles ineligible) and the absence of a clear policy steer from UKRI in respect of externally funded research posts.

The University had now submitted its claim to HMRC covering 460 employees. The scheme was also used to provide some financial support to 300 students employed on a regular casual basis via campus jobs – the Universities Minister had explicitly stated that the scheme should be used to support students casually employed by the University.

The Director of HR assured the Committee that the University had made the best use of the scheme that it could. It was expected that the University would hear within the next week about the claim.

20/16

The Vice-Chancellor was recused for the discussion on this item.

The Committee received and noted the draft annual report for 2019/20. The Director of HR informed the Committee that the report used the same format as previous years. The report would also be incorporated into the 2019/20 Financial Statements.

In regard to the draft it was suggested that:

- Page 4 - the section around the COVID-19 pandemic should be given more prominence.
- The sentence that had previously been agreed in regard to the Vice-Chancellor's comparative pay should be added in.
- Page 6 - it was noted the lump sum awarded to the Vice-Chancellor had not been paid – The Director of HR agreed to follow up on this matter.
- Page 9 – the University Secretary was asked to provide an annual report to the Committee on lay member expenses.
- Page 10 – further reasoning behind the figure given for severance payments was needed.
- Page 11 – point 12 should state 'reviewed and had an active role in monitoring progress'

The Director of HR agreed to update the report accordingly.

20/17

The Committee received an update on national pay bargaining and pensions. In particular it was noted that:

- Earlier this year, and prior to the pandemic and subsequent lockdown, the Board had agreed to participate in this year's JNCHES process and provided initial feedback to UCEA in advance of the planned negotiations.

