

Remuneration Committee

Terms of Reference:		
<p>(a) To determine and to review annually, on behalf of the Senate, the salaries and employment terms and conditions of the Senior Management Group and Senior Academic Managers.</p> <p>The Senior Management Group currently includes:</p> <ul style="list-style-type: none"> (i) President and Vice-Chancellor (ii) Pro-Vice-Chancellors (iii) Registrar and Chief Operating Officer (iv) Professional Services Directors <p>Senior Academic Managers currently include:</p> <ul style="list-style-type: none"> (i) Heads of School (ii) Dean of the Graduate School (iii) Directors of the GRI Institutes <p>Such other senior officers as designated by the Senate from time to time.</p>		
<p>(b) To keep under review the Senior Salaries Scheme, taking due account of wider developments within both higher education and the wider economy.</p>		
<p>(c) To oversee severance arrangements for members of the Senior Management Group and Senior Academic Managers, in the context of specific guidance from the University's sponsoring Department and its own policy governing all severance packages, to identify boundaries of delegated authority for agreeing packages and to determine settlements in excess of pre-agreed limits.</p>		
<p>(d) To consider and advise on any matters concerning the terms of appointment and conditions of service of any senior officers defined in (a) above when referred to it by the President and Vice-Chancellor or the Pro-Chancellors.</p>		
<p>(e) To consider, endorse and monitor performance against the approved key objectives of the Senior Management Group.</p>		
<p>(f) To provide an Annual Report for consideration and approval by Senate.</p>		
<p>(g) To promote the University's responsibilities for equality and diversity by ensuring that relevant issues are given full consideration in all matters relating to the remuneration of all staff falling within the remit of the Committee.</p>		
Membership:		
Composition		Current Members
Chair:	Pro-Chancellor	Dr S Kingon
Ex Officio:	Pro-Chancellor and Chair of Senate	Mr S Prenter
	Honorary Treasurer	Mrs O Corr
Other Members:	Lay member of Senate	Ms M Regan
	Co-opted member	Sir G Loughran
In Attendance:	President and Vice-Chancellor	Professor I Greer
	Registrar and Chief Operating Officer	Ms J Clague
	Human Resources Director	Mr B Parkes
	Relevant University Officers	As Required
<p>Operational Arrangements:</p> <ul style="list-style-type: none"> (i) A Pro-Chancellor shall chair each meeting of the Committee. (ii) The lay member of Senate shall be appointed by the Nominations Committee. (iii) Individual officers shall withdraw from any meeting when their specific salaries or conditions of service are under consideration. 		
Quorum:	3 members	

Serviced by:	Registrar's Office
Reports to:	Senate
Receives reports from:	N/A

Updated: July 2020