

REMUNERATION COMMITTEE

Confirmed

Minutes of the Remuneration Committee on Wednesday 25 April 2018
At Michael Andrews Building, East Park Terrace, Southampton

Present

Alison Colley	Committee Chair and Independent Governor
Georgina Corbett	Externally Co-opted Member
Phil Cotton	Independent Governor
Prof Ruth Farwell CBE DL	Independent Governor

In attendance

Professor Graham Baldwin	Vice-Chancellor (absent from 18/17)
Judith West	Deputy Director of People & Development
Bridget Woolven	Clerk to the Committee

Apologies

Andy Riggs	Chief Finance Officer
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18/11 Apologies & Welcome

There were apologies from Andy Riggs. The meeting was quorate. No conflicts of interest were declared.

18/12 Minutes of the meeting of 28 February 2018

The minutes of the meeting were confirmed as an accurate record. The Committee Chair signed a set of the minutes that would remain confidential. A second anonymised set would be prepared for publication.

18/13 Matters arising from 28 February 2018 meeting

Confidential

Committee of University Chairs (CUC) draft code - HE Remuneration

- a) Bridget Woolven, Clerk to the Committee, said that the Committee's feedback on the CUC's draft Remuneration Code had been submitted. The CUC had, as a result of the consultation responses, revised and condensed the Code and publication was likely in late May 2018. The Code would be added to the agenda for the July 2018 meeting. **ACTION: Bridget Woolven.**

Gender Pay Gap

- b) Judith West, Deputy Director of Personnel & Development, reported that Solent's mean pay gap was 13.0% and a median gap of 13.7%. The HE Sector

gap was reported by UCEA as 14.8% (mean) and 15.6% (median). A recent House of Commons briefing had reported a whole economy median of 12.0%. Employers reported 78% in favour of males, 4% in favour of females and 8% neutral.

Georgina Corbett said that there were examples in the private sector of organisations who had chosen to report only full time equivalents.

A Green Paper on ratio pay was due later this year.

18/14 Pension Scheme update

**Paper 18/RM/05
Confidential**

This minute is confidential.

18/15 People & Development Report

**Paper 18/RM/06
Confidential**

Judith West, Deputy Director of People & Development, presented her report which provided an update on the activities designed to deliver the people experience strategic priority.

The report included a 'Red-Amber-Green' (RAG) rating for each of the objectives for 2017/18. The report had also been presented to Resources Committee on 18 April 2018.

This meeting is confidential.

18/16 Third Severance Report 2017/18

Paper 18/RM/07

Judith West introduced the report.

The Vice-Chancellor reported that there were no plans currently to cap the severance budget and that some of the contingency budget would be used.

ACTION: Judith West will provide members with a post meeting note on the total pay back on the total severance spend.

After discussion, the Committee:

- a) Noted the third severance report for 2017/18 which gave total severance costs of £820,740 at 16 April 2018;
- b) Noted that the breakdown of severance costs was £488,253 for the general scheme and £332,487 for the voluntary scheme; and
- c) Noted that in the year to date there are 11 severances that were concluded by a settlement agreement; and
- d) Noted that there were no severances in the period between 28 February and 16 April 2018 that required the Committee's approval.

(Professor Graham Baldwin left the meeting at this point.)

Phil Cotton, Chair of the Board, reported that he had attended the CUC Plenary on 18/19 April and this meeting had included a review of the results of the latest CUC survey of VC's remuneration.

At 1 January 2018, the average basic salary of a Vice-Chancellor was reported as £255k excluding pension and benefits or £296k including pension and benefits. Professor Graham Baldwin's 2017/18 remuneration is £217,144 excluding pension and benefits and £258,921 with pension and benefits.

ACTION: Judith West & Bridget Woolven to report back to members on the application of, and approval of, the University's financial regulations in respect of expenses claims made by the Vice-Chancellor.

18/18 Dates of Meetings for 2017/18 and 2018/19:

Wednesday 18 July 2018 at 14:30hrs

Wednesday 28 November 2018 at 14:30 hrs

Wednesday 27 February 2019 at 14:30 hrs

Wednesday 24 April 2019 at 14:30 hrs

Wednesday 17 July 2019 at 14:30 hrs