

REMUNERATION COMMITTEE

Confirmed

Minutes of the Remuneration Committee on Wednesday 22 November 2017  
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	Independent Governor

In attendance

Judith West	Deputy Director of Human Resources
Bridget Woolven	Clerk to the Committee
Andy Riggs	Chief Finance Officer (For Item 17/33 only)
Professor Graham Baldwin	Vice-Chancellor (Absent until 17/33)

**17/28 Apologies & Welcome**

There were no apologies. The meeting was quorate. No conflicts of interest were declared.

**17/29 Minutes of the meeting of 19 July 2017**

The minutes of the meeting held on 19 July 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.

**17/30 Matters arising from 19 July 2017 meeting**

**Confidential**

It was reported that the two actions required to be completed by the Clerk under minute 17/26 had been dealt with.

There were no other matters arising.

**17/31 CUC & UCEA Surveys - Benchmarking**

**Confidential**

At the meeting, Judith West circulated survey data from the Committee of University Chairs (CUC) and the Universities and Colleges Employers' Association (UCEA) which showed:

- VC base salaries at 1 January 2017 including recent bonus payments at universities with a National Student Survey (NSS) overall satisfaction rating of 80-82%;
- The same information for Solent's local comparable universities; and

- For all universities;
- 2016 UCEA Senior Staff Survey - VC base salaries.

In discussing senior staff pay, the Committee acknowledged the need to consider different ways of rewarding staff who reach their pension cap.

**ACTION:** Judith West will bring an outline of the University's proposed Pay Policy to the 28 February meeting for review. This policy would outline the approach to pay for all staff. (Planned implementation date for the new policy was 1 August 2018.)

The Committee:

- noted Professor Baldwin's remuneration generally fell into the median range of the UCEA 2016 data and the low end of the CUC ranges;
- noted that the Pay Policy would be presented at the February 2018 meeting;
- thanked Judith West for the survey analysis.

**17/32 Vice-Chancellor's performance pay review**

**Confidential**

Phil Cotton and Alison Colley had met with Judith West to consider Professor Baldwin's performance review data for 2016/17 on 7 September 2017. Phil Cotton then met with Professor Baldwin on 16 November 2017.

This minute is confidential.

*(Professor Graham Baldwin and Andy Riggs joined the meeting at this point.)*

**17/33 LGPS and DC pension schemes**

**Paper 17/RM/14  
Confidential**

This minute is confidential.

*(Andy Riggs left the meeting at this point.)*

**17/34 Annual report of remuneration of senior post-holders, SMT, & Clerk to the Governors**

**Paper 17/RM/11  
Confidential**

Professor Graham Baldwin presented the annual report.

This minute is confidential.

**17/35 People & Development Report**

**Paper 17/RM/12**

Judith West, Deputy Director of Human Resources, 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 22 objectives for 2017/18.

The report had also been presented to Resources Committee on 8 November 2017.

In discussion, Judith West informed the Committee that since the report had been written, the academic workload planning work had been completed with UCU by the end of November.

*This section of the minute is confidential.*

The Committee commended HR on the implementation of the mental health training for managers.

**17/36 First Severance Report 2017/18**

**Paper 17/RM/13**

Judith West introduced the report.

After discussion, the Committee:

- Note the first severance report for 2017/18 which gives total severance costs of £25k at 31 October 2017; and
- Note that there are no severances in the period to 31 October 2017 that require the Committee's approval or were concluded under a settlement agreement.

**17/37 Dates of Meetings for 2017/18:**

Wednesday 28 February 2018 at 15:00hrs

Wednesday 25 April 2018 at 15:00hrs

Wednesday 18 July 2018 at 15:00hrs