

Solent University

Confirmed for publication

REMUNERATION COMMITTEE

Minutes of the Remuneration Committee on Wednesday 25 November 2020 Via Zoom

Present

Prof Ruth Farwell CBE DL	Independent Governor and Committee Chair
Phil Cotton	Independent Governor and Chair of the Board
Georgina Corbett	External Co-opted Member

In attendance

Professor Karen Stanton	Vice-Chancellor (Absent from 20/19 onwards)
Andrea Thompson	Interim Deputy Vice-Chancellor (People)
Bridget Woolven	Clerk to the Governors

20/11 Apologies

There were no apologies. The meeting was quorate.

20/12 Conflict of Interest - None.

20/13 Minutes of the meeting of 22 July 2020

Confidential

The minutes of the meeting were confirmed as an accurate record subject to the insertion of a missing word at 20/10 (v) which should read at this 'time'.

20/14 Matters arising

Oral Report

Presented by: Bridget Woolven, Clerk to the Governors

Confidential

The Committee noted that the actions in the minutes of 22 July had all been closed.

20/15 Pensions Report

Presentation

Presented by: Stephen Avery, Director of Finance

Confidential

This minute is confidential.

20/16 People & Development Report

Paper 20/RM/11

Confidential

This minute is confidential.

20/17 First Severance Report 2020/21

Paper 20/RM/012

Confidential

This minute is confidential.

ACTION: Andrea Thompson to provide an updated cost report after the meeting.
Completed by email post meeting.

20/18 Committee Terms of Reference & Remuneration Framework

Paper 20/RM/13

- i. Andrea Thompson presented the documents which had been revised following Committee feedback at the previous meeting.
- ii. Professor Ruth Farwell noted that although the Committee had been compliant with the CUC Code, the proposals took a 'belt and braces' approach to the governance.

ACTION: Andrea Thompson would include reference to the clerking arrangements in both terms of reference and there were also some minor inconsistencies to be corrected but which did not impact the principles.

- iii. The Committee recommended the proposed changes to the Board.

(Professor Karen Stanton left the meeting at this point.)

20/19 Vice-Chancellor's Remuneration

Confidential

This minute is confidential.

20/20 Dates of Meetings for 2020/21:

The timing of these would be reviewed by the Clerk once Board approval of the changes to Remuneration Committee were approved. **ACTION: CLERK.**