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## REMUNERATION COMMITTEE

### TERMS OF REFERENCE

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The Board of Governors Remuneration Committee are responsible for determining the remunerated terms of employment for the Vice Chancellor and the Vice  
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transparent. It will set:

- i. fair and appropriate levels of remunerated terms of employment
- ii. ensure procedural fairness and
- iii. ensure transparency and accountability in all its dealings.

Each element of workings can be found below.

#### **Fair and appropriate level of remuneration**

The Remuneration Committee shall determine appropriate payments based upon:

The Remuneration Committee will determine policy within its remit set out above in line with staff and be able to evidence decisions as necessary.

### **Transparency and accountability**

The Remuneration Committee shall ensure their approach to remuneration and decision making is transparent and annually publish remuneration details of its senior team with any significant changes to remuneration packages being detailed.

### **Constitution**

#### **I. Scope and purpose**

The Remuneration Committee forms a sub-committee of the Board of Governors with delegated authority to determine the remunerated terms of employment senior direct reports.

#### **II. Remit**

- a) To determine the remuneration and reward packages, including but not limited to basic salary and pension arrangements and any other elements of reward as required, for the roles of Vice Chancellor and the senior direct reports prior to appointment and subsequently throughout employment. Giving due consideration to a variety of components including such items as gender and other equal pay matters related to this group.
- b) Review the performance of the senior direct reports against set objectives determined by the Chair, for the Vice Chancellor and the Vice Chancellor for their direct reports and determine annual performance-related pay awards for these individuals. Reviews will be undertaken within a context of proportionality to the reward offered to other university colleagues.
- c) Consider proposals for severance payments to all employees earning in excess of £100,000, or where the total cost to the University of the payment, including compensatory pension fund payments, exceeds £100,000; and, where satisfied of the appropriateness, approve payments to individuals.
- d) Agree the expenses policy for the



