

Remuneration Committee

21/24 A meeting of the Remuneration Committee was held on Monday 18 October 2021 at 2.15 pm.

Present:-

The Vice President, Mr T. Beardmore (Chair)

The President, Dr P.R. Preston

The Vice President, Mrs K. Owen

Member of the Council, Ms S. Maple

By invitation:-

Member of the Council, Mr D. Gordon

The Vice Chancellor

The University Secretary

The Director of Human Resources

Head of Governance (Secretary)

21/25 Minutes of the last meeting

The Committee received and approved the Minutes of its meeting held on 8 June 2021

21/26 Dashboard

At its last meeting on 8 June 2021 the Committee received an initial report showing movements in staff numbers over the previous three year period. It was agreed that this would become a standing report to be shared with the Committee annually.

Members had expressed an interest in the addition of age profile data to the report. The Committee received the draft data (based on the snapshot data as at May 2021) to illustrate a number of ways in which this information could be usefully highlighted. Members agreed that option 2 was preferred.

21/27 Membership and Terms of Reference

The Committee received and noted a copy of its Membership and Terms of Reference. The Committee noted that John Taylor had resigned with effect from 31 July 2021. Appointments and Governance Committee had agreed that the vacancy would be left until recruitment of new lay members had taken place in early 2022.

The Committee discussed whether employment policy should sit with Remuneration Committee or Appointments and Governance Committee. The University Secretary agreed to give this matter further thought.

21/28 Disclosure of Interests and the Risk Register

The Committee received and noted a paper from the University Secretary in regard to Disclosures of Interests and the Risk Register.

Matters for Discussion

21/29

Mr Keith Hodgson (former University Secretary) had completed his second term of office (covering six years) as Chair of Trustees for both the UREPF and the University of Reading Pension Scheme (URPS) and had stepped down from the role. Following a Trusted recruitment process Mrs Joanne Livingstone had been appointed as the new Chair of Trustees for both schemes.

Members were reminded that pay rises were made through three different routes: National cost of living increase; incremental progression (for around 50% of colleagues); reward mechanisms such as additional increments.

The Committee noted that the pay freeze would be discussed at the meeting with the UCU and Staff Forum on 19 October 2021. It was reported that no pay rise was awarded nationally in 2020/21 but that a 1.5% increase had been proposed for 2021/22. The University is continuing to monitor the impact of the pay freeze on controlling costs. It was the overarching intention to

21/32 ViceChancellor'sRemuneration

The President informed the Committee that he had agreed a set of formal objectives with the ViceChancellor based around the new University Strategy. The President had reviewed these objectives with the ViceChancellor. It was noted that good progress ~~had~~ been made on a number of the objectives and that the direction of travel was positive. In addition, the President