

CONFIDENTIAL

HARPER ADAMS UNIVERSITY

Remuneration Committee

Minutes of a Meeting of the Remuneration Committee held on 20th May 2019 at 1.30 pm in M30

Presentl WBT/F3 9.96 Tf1 0 0 1 72.024 649.3 Tm0 g0 G[)JTJETQ0.000008869 0 595.2 841.8 reWBT/F3 9.96 Tf1 0 0 .

_____ contents were duly noted.

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ii) a copy of M Internal udit GooernanceoArrangements roo
September 2018. The contents were duly noted.

18/04 Annual Review of Senior Staff (Members of the Vice-

The Vice-Chancellor was invited to join the Committee for this item

The cost of living increase, once agreed, would apply to all members of the Senior Management Team.

The Vice-Chancellor left the meeting at this point.

18/05 Annual Review of the Vice-Chancellor

The Vice-Chairman, Mr Vickers took the Chair during this item.

Received: an oral report from the Vice-Chairman on the performance of the Vice-Chancellor. It was reported that the Vice-Chancellor had performed excellently over the past year and continued to expertly juggle both strategic issues alongside operational detail, which was acknowledged as a rare skill. Challenges for the forthcoming year would include the successful launch of the JVS, maintaining student satisfaction, and closing the University's Gender Pay Gap.

Agreed: that in line with the request from the Vice-Chancellor, no consideration would be given to a performance award in 2019 due to financial constraints. The cost of living increase, once agreed, would apply.

18/06 Remuneration of Senior Staff

Received: i) a schedule of the current remuneration and benefits of each of the University's senior staff. The contents were duly noted.

Mr Nixon requested that clarification be sought on the rental value of the house provided to the Vice-Chancellor. **DC**

ii) information from the 2018 UCEA Survey of the Remuneration of Senior Staff, though it was noted that performance awards would not apply this year.

iii)

- vi) a review of the payment to the Vice-Chancellor in lieu of pension contribution took place.

Agreed: that any cost of living increase, once negotiated, would apply to the payment in lieu. No further changes should apply to the amount.

- vii) a copy of the University's Gender Pay Gap Report published in 2019. It was noted that there had been a slight improvement in the gap from 27.7% mean in 2018 to 22.6% in 2019 and 37.4% median in 2018 to 33.7% in 2019. It was also noted that work continued to address the gap.

- viii) a copy of the OfS Report 'Senior Staff Remuneration – Analysis of the 2017/18 Disclosures' published in February 2019. The contents were duly noted.

- ix) a copy of the UCEA Report 'Senior Staff Remuneration including Heads of Institution Increases 2017/18' published in January 2019. The contents were duly noted.

18/07 Draft Template for the Report of the Remuneration Committee 2018

Received: a draft report of the Committee, drawing on the agreed template used in 2018 in light of the CUC HE Senior Staff Remuneration Code.

Agreed: that the decisions from the Committee would be populated into the report in preparation for submission to the Board of Governors.

Date of Next Meeting

Noted: that the date of the next meeting of the Committee is currently scheduled for Thursday 11th June 2020 at 8.30 am.