

UNIVERSITY OF YORK

REMUNERATION COMMITTEE

The following matters were discussed by the University's Remuneration Committee at its meeting on 13 May 2019, and reported to the University Council at its meeting on 24 July 2019.

The Remuneration Committee discussed the following:

- (a) The Remuneration Committee received an internal audit report from Price Waterhouse Coopers (PwC) on senior staff remuneration governance and was satisfied with the findings, summarised by PwC as follows: “...*the remuneration governance processes at the University of York to be of a high standard and well implemented*”. The Committee was also satisfied with the small number of management actions that were proposed in response to the report, noting these were not significant requirements given the high standard of the audit findings.
- (b) The Committee agreed that in future, a report from each Remuneration Committee meeting would be published on the University's website. The Committee noted the CUC guidance stated that minutes of Remuneration Committee meetings should be published. However, the Committee noted that the minutes may contain commercially sensitive information and/or confidential information about individual employees, and rather than curtail detailed reporting, the publication of a summary document was felt more appropriate.
- (c) The Committee reviewed the operation of the new governance framework for senior pay, introduced in 2018, and agreed some minor changes to improve it, given it had been in operation for a period of time.
- (d) The Committee noted the budgeting arrangements that the University's Executive Board had agreed for staff who were not covered by the national arrangements for “Framework Grade” staff.
- (e) The Committee noted the University's gender pay gap for 2018, published in March 2019, as being one of the lowest in the Russell Group, at 17.6% (down from 19.3% for the period 2016/17 published in March 2018).
- (f) The Committee was satisfied that the University had not used non-disclosure agreements (“NDAs”) in cases of bullying or harassment (including sexual harassment), further to recent media reports about such practices in the sector.
- (g) The Committee received a report on (anonymised) severance payments, noting this included both statutory redundancy payments as well as severance by agreement arrangements entered into by the University.
- (h) The Committee noted the future programme of work on senior remuneration, including the monitoring of further updates in the Accounts Direction issued by the Office for Students in relation to Senior Remuneration, and progressing the calculation and analysis of the 2019 Statutory Gender Pay Gap
- (i) There were no items that the Committee decided to recommend for approval to Council.

24 July 2019

**Chris Thompson
Chair, Remuneration Committee**