

UNIVERSITY OF YORK

REMUNERATION COMMITTEE

SUMMARY OF THE MINUTES OF THE MEETING ON 15 OCTOBER 2019

Members in circulation:	Denise Jagger, Chris Thompson (Interim Chair), Philip Carpenter, Claire Wesley (co-opted external member not on Council).
In attendance:	Dr Joss Ivory, Professor Charlie Jeffery (<i>present and in attendance as a non-member of items of than those relating to his own pay and performance and that of the Acting Vice-Chancellor and President</i>), Professor Saul Tendler (<i>only present and in attendance as a non-member of the Committee for Report on the Remuneration Sub-Group</i>).
Secretary:	Dr Adam Dawkins.
Section 1: Standing Items	
<ul style="list-style-type: none"> • The Committee considered its terms of reference, constituency, membership and schedule of business for 2019/20, noting that they had been subject to extensive review in 2018 following the introduction of the CUC Senior Staff Remuneration Code. The Committee endorsed its terms of reference for 2019/20 subject to the observations made and recommended its revised membership for 2019/20 for Council approval. • The Committee considered the University of York Strategic Remuneration Principles and Senior Remuneration Governance Framework which had been revised following its meeting on 13 May 2019, and proposed no further changes. • The Committee considered the Minutes of its meeting on 13 May 2019 and approved them as an accurate record. • In the interests of transparency, a communication had been drafted to disclose the remuneration package of the Vice-Chancellor and President, even though this was outside of the reporting period for disclosure in the annual accounts for 2018-19, which covered the leadership periods of Professors Lamberts and Tendler. 	
Section 2: Strategic Development, Planning and Performance Monitoring items for consideration	
<ul style="list-style-type: none"> • The Committee considered the report on total severance and redundancy payments for the 01 August 2018 to 31 March 2019, with no severance or redundancy payments over £100k of 65 cases in the reporting period. • The Committee considered the report on UEB and lay Council Members' Expenses for the period 01 August 2018 to 31 July 2019. • The Committee considered the Report of the Director of Human Resources which set out the context for senior pay to support the remit of Remuneration Committee, and noted the University's proactive and comprehensive response to ensure compliance with the CUC Senior Staff Remuneration Code, robust senior pay benchmarking against other Russell Group universities and the positive outcome of the 2018/19 internal audit of remuneration governance. The Report also covered the formal trade dispute between UCU, Unison and Unite and the University, work in train and proposed to recruit and retain EU staff in the wake of Brexit and statutory reporting on the gender pay gap. UEB had reviewed a proposal in relation to offering the National Living Wage and also the higher Real Living Wage set by the Living Wage Foundation and commissioned a Working Group to look at this matter in more detail and report back to UEB. The ethnicity pay gap reporting structures was due to be confirmed for 2020 following the government consultation, and the University was preparing for this, and wider work to advance the BAME agenda at York. • The Committee considered the Vice-Chancellor and President's Report for the purposes of annual salary review of senior post-holders, i.e., the nine direct reports to the Vice-Chancellor and President, and the methodology for pay uplifts, mapped to performance outcome judgments made by the Vice-Chancellor and President. The Committee 	

considered, and asked questions on the presentation made by the Vice-Chancellor and President, who elaborated on the written performance summary provided for each of his direct reports. The Committee approved a number of base pay uplifts for the Senior Post Holder Group with effect from 01 October 2019.

- The Committee considered an update on the annual allowance (AA) and lifetime allowance (LTA) implications of the NHS Pension Scheme. Whilst the HR Director considered that this was a matter not currently affecting Clinical Academic staff employed within HYMS, the University would continue to monitor this.

Section 3: Policy and Regulatory Matters

- The Committee considered an update on the consultation on the Office for Students (OfS) Accounts Direction 2019/20.
- The Committee considered the draft annual remuneration report and statement which would be presented to Council and published as part of the annual report and accounts for 2018/19. Subject to minor amendments, it commended the comprehensive nature of the Report, noting that the non-core content such as reference to the University achievements in-year may benefit from streamlining in the context of its place in the fuller narrative of the annual report and accounts 2018/19.
- The Committee considered on the Policy on Working for External Bodies. All staff fall within the scope of the existing policy, including Senior Post-holders and the existing Policy was signposted in the annual remuneration statement. It noted the Professor Tendler's payment of £1.1k for consultancy work at Konstanz University and his donation of it in its entirety to the University's Equal Access Scholarship Scheme. This was disclosed in the annual remuneration statement and report.
- The Committee noted the Report from Remuneration sub-group (attended by Professor Tendler), the outcomes of which were informed by a number of principles, and highlighted several assumptions underpinning assessment of the pay of the Professoriate and HoD and Senior Manager Pay Group. The Committee commended the rigour of the process and underpinning evidence.
- The Committee considered the P11D return for the year ended 05 April 2019 in respect of Professor Lamberts' use of the Vice-Chancellor's house as part of his employment contract.
- The Committee considered an oral update from the Vice-Chancellor and President on the appointment payment terms of the Pro Vice-Chancellor (Partnerships and Engagement).

Dr Adam Dawkins
Head of Governance and Assurance
Secretary, Remuneration Committee
04 November 2019