

London South Bank University
Minutes of the Remuneration Committee
24th November 2016 6.00pm

Present: Mee Ling Ng (Chair)
Jerry Cope
Andrew Owen
Joanne Monk (minutes)

1. Apologies

Apologies were received from Carol Hui and David Phoenix.

2. Declarations of Interest

The Committee noted Jerry Cope's ongoing appointment as a Director on the UCEA Board.

3. Minutes of the Meetings Held on 28 June 2016

These minutes were approved.

There were no matters arising.

4. Executive Performance Related Pay (PRP) Scheme

Based on the Executive PRP Scheme rules, the following payments, as recommended by the Vice Chancellor, for Senior Post Holders were approved:

- Chief Finance Officer – 8%
- Deputy Vice Chancellor – 8%
- University Secretary – 6%

The RPR payments of Executive members who report to the Vice Chancellor were noted:

- Chief Operating Officer – 8%
- Executive Director of OD and HR – 6%
- Pro Vice Chancellor, Research and External Engagement – 4%
- Pro Vice Chancellor, Education and Student Experience – 6%

5. Executive Team Salaries

The recommended 1.1% increase to salaries with effect from 1 August 2016, in line with the national pay award agreed for other staff groups, was agreed for Senior Post Holders and was noted for other members of the Executive, with the exception of the Executive Director of OD and HR who is on a fixed term contract and salary.

6. Executive Objectives for Year 1 August 2016 to 31 July 2017

These were agreed for Senior Post Holders.

These were noted for other Executive Team Members.

7. Pension Cash Supplement Scheme

The Committee noted that to date 3 of 7 members of the Executive/Deanery had opted out of their pension scheme and are receiving pension cash supplements. It was agreed that the policy and take up would be kept under review and reported at the next meeting.

10. Vice Chancellor's Salary, PRP Assessment and Objectives for 2016/17

The Committee:

- Approved the recommended 1.1% increase in annual salary for the Vice Chancellor;
- Agreed a 8% bonus;

- Noted the Vice Chancellor's objectives for 2016/17.

The Committee discussed the concept of a longer term PRP scheme that aligned with the three year strategic plan, with possible annual milestones. The Chair of the Board would consider further and if appropriate bring a proposal to a Remuneration Committee following a Board of Governors Meeting in June 2017.

11. Any Other Business

There were no items of other business.

12. Date of Next Meeting

23 November at 6 pm following the Board of Governors meeting.