

**Minutes of the meeting of the Remuneration Committee
held at 10.00 am on Thursday, 21 November 2019
Technopark, SE1 6LN**

Present

Jeremy Parr (Chair)
Jerry Cope
Michael Cutbill
Douglas Denham St Pinnock
Mee Ling Ng

In attendance

Michael Broadway
Marcelle Moncrieffe-Johnson

1. Confidential minutes of the previous meeting

The committee approved the minutes of the previous meeting.

2. VC remuneration

In the absence of the Vice Chancellor

The Committee approved the recommended 1.8% increase in annual salary for the Vice Chancellor, with effect from 1 August 2019. This increase is in line with the national pay award agreed and average increment uplift for other staff groups.

Following appraisal, it was agreed that all objectives had been met or largely met for the year. Based on this performance and views of the independent governors the Committee agreed an 8.5% bonus for the year.

3. VC objectives

In the absence of the Vice Chancellor

The committee approved the Vice Chancellor's objectives for 2019/20.

4. Executive group bonus

In the absence of the Vice Chancellor

The committee noted that, as the performance related pay (PRP) scheme rules had been met, members of the executive were eligible to receive a bonus. Based on the recommendations from the Chair of the Board following review of performance against team objectives the Committee agreed a 4.5% bonus for each member of the Executive.

The committee approved the increase in team bonus level to 8% and the criteria for 2018/19.

5. Draft Annual Remuneration Committee report to Board

In the absence of the Vice Chancellor

The committee approved the annual remuneration report subject to amendments following the committee's decisions at the meeting. The committee noted that the report would be included in the annual report and accounts and be published.

6. Pro forma minutes of the meeting

In the absence of the Vice Chancellor

The committee approved the pro forma minutes of the meeting and authorised the Chair of the Committee to sign the final version, updated with figures based on approvals at the meeting.

**Date of next meeting
2.00 pm, on Tuesday, 30 June 2020**

Confirmed as a true record

..... (Chair)