

Minutes of the Remuneration Committee
9th October 2014 6.00pm

Present: David Longbottom
Diana Parker (chair)
Jerry Cope
Anne Montgomery
David Phoenix
Mandy Eddolls

1. Apologies

No apologies were received.

3. Minutes of the Meeting Held on 18 December 2013

These minutes were approved.

4. Terms of Reference

These were noted but they need to be updated to reflect the current membership of the committee. It was confirmed that the Committee reviews Senior Post Holders remuneration, but not direct reports to the Vice Chancellor who are not Senior Post Holders.

5. Recommendations for Senior Post Holders Salaries

The recommendations were agreed.

| | | |
|-----------------|----------|---|
| Pat Bailey | £150,000 | newly appointed, no change |
| Phil Cardew | £124,000 | in line with changes to staff salaries |
| Paul Ivey | £135,000 | newly appointed, no change |
| James Stevenson | £89,512 | in line with changes to staff salaries |
| Richard Flatman | £140,000 | reflecting increase in responsibilities |

Other salaries noted by the Committee

| | | |
|---------------|----------|---|
| Ian Mehrtens | £120,000 | reflecting increase in responsibilities |
| Mandy Eddolls | £150,000 | no change, fixed term contract. |

The committee noted that there had been significant change in the structure of the University and it was agreed that the financial implications in terms of salary costs would be reviewed once the restructure was completed.

5. Senior Post Holders bonus objectives for FY 1/8/14 – 31/7/15

These were agreed.

Executive Objectives

These were noted.

7. AOB

It was confirmed that bonus payments would be reviewed once the University accounts were finalised.

Professor David Phoenix left the meeting.

It was confirmed that the salary for David Phoenix would rise by 2%, in line with changes to staff salaries, and that bonus payment would be reviewed at the next meeting.

8. Date of Next Meeting

To be confirmed