

**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
David Phoenix (*from minutes 1 -12*)

1. Welcome and apologies

No apologies had been received.

2. Declarations of interest

The Vice Chancellor declared an interest in items 13 to 17 on the agenda.
The Vice Chancellor would leave the meeting after item 12.

3. Minutes of the previous meeting

The committee approved the minutes of the previous meeting.

4. Matters arising

All matters arising had been completed.

5. Senior remuneration policy

The committee noted the policy, which was used to inform decisions at the meeting.

6. Pay multiples

The committee noted the pay multiples, which formed part of the annual remuneration committee report.

7. Average pay rise for all staff

The committee noted the average pay rise for staff, which was used to inform decisions at the meeting.

8. Expenses policy compliance

The committee noted the report on executive expenses for 2018/19.

9. External income policy - executive declarations

The committee noted the declarations of external income by members of the Executive.

10. Executive members pay award

The committee noted the 1.8% increase to staff salaries for 2019/20 and the 2.8% increase received on average by staff through increments. Under the senior remuneration policy the following pay uplifts were approved:

- Provost (Pat Bailey): 1.8%
- Chief Financial Officer (Richard Flatman): 1.8%
- Chief Business Officer/Deputy Vice Chancellor (Innovation) (Paul Ivey): 1.8%
- Chief Customer Officer (Nicole Louis): 4%
- Pro Vice Chancellor (Compulsory Education) / Executive Principal (Lambeth) (Fiona Morey): 5%
- University Secretary (James Stevenson): 1.8%

{Following the meeting the Pro Vice Chancellor (Compulsory Education) requested that her pay award is reduced to 1% in line with the FE sector.}

11. Executive members bonus recommendations

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 recommendation from the Vice Chancellor following review of performance against objectives, the following bonuses were approved:

- Provost (Pat Bailey): 6%
- Chief Financial Officer (Richard Flatman): 8%
- Chief Business Officer/Deputy Vice Chancellor (Innovation) (Paul Ivey): 7%
- Chief Customer Officer (Nicole Louis): 8%
- Pro Vice Chancellor (Compulsory Education) / Executive Principal, Lambeth College (Fiona Morey): 8%
- University Secretary (James Stevenson): 8%
- Chief Customer Officer/Deputy Vice Chancellor (Shân Wareing): 6%

12. Exec objectives

The committee noted the objectives for 2019/20 for executive members.

13. **VC remuneration**

Please see separate minutes.

14. **VC objectives**

Please see separate minutes.

15. **Executive group bonus**

Please see separate minutes.

16. **Draft Annual Remuneration Committee report to Board**

Please see separate minutes.

17. **Pro forma minutes of the meeting**

Please see separate minutes.

**Date of next meeting
10.00 am, on Tuesday, 30 June 2020**

Confirmed as a true record

..... (Chair)