

Minutes of the Senior Postholders Remuneration Committee

Wednesday 5 December 2012 at 2.00pm

Venue: 16 Old Bailey, EC4M 7EG

Present: Diana Parker (Chair)
David Longbottom
Anne Montgomery
Sarah Mullally - *joined meeting by conference call*

In attendance: Professor Martin Earwicker – Vice Chancellor
Katie Boyce – Director of Human Resources

1. Apologies

There were no apologies

2. Terms of Reference of the Committee

The Committee received the terms of reference and agreed to the following change:

- 1.1 delete “broad”
- 1.9 changed that the policy for authorising claim for expenses should read “from the Chairman, other governors; and the Senior Postholders”.

3. Minutes of the Meeting held on 25 October 2011

The minutes were agreed.

4. Matters arising from the minutes of the last meeting not on the agenda

There were no matters arising.

5. Assessment of Senior Post holders Pay Award for the period 1 August 2012 to 31 July 2013

The Committee agreed that the pay award should not be considered in isolation as it had previously, but should be considered alongside performance and also the market rate data outlined in Paper RC12.03. The Committee also discussed the application of ratings which would clearly be linked to a specific outcome based on the definition of different levels of performance.

Based on this the Committee asked the Director of HR to develop a Pay Framework Document for consideration at the next meeting.

The Committee took into account all of the information in Paper RC.12.03 and agreed a pay award of 1% in line with that agreed for all staff. This provides salaries as follows:

- Professor Martin Earwicker: £193, 245
Plus pension replacement supplement increased to £27, 137.69

- Bev Jullien: £152, 561.51
- Dr Phil Cardew: from 1 August 2011 for 1 month £116, 614.60
From 1 September 2011 for 11 months to £121,200 (this reflects the changes made to Phil Cardew's salary during this time period)
- Richard Flatman: £125, 213.74
- James Stevenson: £86, 883.23

6. Assessment of Senior Postholders bonuses for the financial year 1 August 2011 to 31 July 2012 and proposed objectives for the financial year 1 August 2012 to 31 July 2013

The Committee considered all of the information in paper RC12.04 produced by the Vice Chancellor. The decision in relation to each of the Senior Postholders was as follows:

➤ **Richard Flatman – Bonus for 2011/2012**

The Committee noted all of the positive aspects of Richard Flatman's performance but asked the Vice Chancellor to also feedback to Richard Flatman he should continue to develop his confidence in presenting his own views of strategy at Board meetings. The Committee decided to award Richard Flatman 5% out of a possible 10%.

This converts to a payment as follows:

Salary as at 1 August 2011: £123, 974

5% bonus payment: £6198.70

➤ **Richard Flatman – Objectives for 2012/2013**

The Committee agreed all of the objectives put forward by the Vice Chancellor.

➤ **Bev Jullien – Bonus for 2011/2012**

The Committee noted all of the positive aspects of Bev Jullien's performance. The Committee asked the Vice Chancellor to feedback to Bev Jullien that the Committee expect to see a clear step change in income generation via the enterprise function during 2012/2013 and with this in mind asked the Vice Chancellor to revisit the specific targets set for Bev Jullien during the current financial year. The Committee decided to award Bev Jullien 5% out of a possible 10%.

This converts to a payment as follows:

Salary as at 1 August 2011: £151, 051

5% bonus payment: £7552.55

➤ **Bev Jullien – Objectives for 2012/2013**

The Committee agreed all of the objectives put forward by the Vice Chancellor and repeated the request that a specific target is developed in relation to Enterprise.

➤ **Dr Phil Cardew – Bonus 2011/2012**

The Committee noted the positive aspects of Phil Cardew's performance but noted that Phil Cardew has a narrow, but necessary focus on academic quality. The Committee decided to award Phil Cardew 5% out of a possible 10%.

This converts to a payment as follows:

Salary as at 1 August 2011: £115, 460

5% bonus payment: £5773.

➤ **Dr Phil Cardew – Objectives for 2012/2013**

The Committee agreed the objectives for Phil Cardew put forward by the Vice Chancellor.

➤ **James Stevenson – Bonus 2011/2012**

The Committee noted the positive aspects of James Stevenson's performance put forward by the Vice Chancellor. They also noted that James Stevenson does a good job in supporting the Board and is gaining in confidence. The Committee asked that the phrase "short with some of his staff" be removed from section 3 of his appraisal.

The Committee decided to award James Stevenson 5% out of a possible 10%.

This converts to a payment as follows:

Salary as at 1 August 2011: £86, 023

5% bonus payment: £4301.15

➤ **James Stevenson – Objectives for 2012/2013**

The Committee agreed the objectives put forward by the Vice Chancellor.

➤ **Professor Martin Earwicker – Bonus for 2011/2012**

London South Bank University

The Vice Chancellor left the meeting at this point. The Committee noted Martin Earwicker's assessment of performance against objectives. The Committee decided to award 6% out of a possible 10%. This converts to a payment as follows:

Salary as at 1 August 2011: £191, 332.

6% bonus payment: £11,479.92.

➤ **Professor Martin Earwicker - Objectives for 2012/2013**

The Committee agreed the objectives as set by the Chairman of the Board for the Vice Chancellor.

7. Any Other Business

There was no other business.

8. Date and Time of Next Meeting

To be confirmed.

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