

**Minutes of the meeting of the Remuneration Committee
held at 2.00 pm on Tuesday, 3 November 2020
MS Teams**

Present

Jeremy Parr (Chair)
Jerry Cope
Michael Cutbill
Mee Ling Ng

In attendance

Michael Broadway
Marcelle Moncrieffe-Johnson
David Phoenix (*for 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.

The Chief People Officer declared an interest in items 11 and 12 on the agenda.

3. Minutes of the previous meeting

The committee approved the minutes of the previous meeting.

4. Matters arising

The committee noted an update on the pay award for the Executive Principal, Lambeth College for 2019/20. The committee noted that the Chair of the Committee had approved an increase of 1% of base pay plus a one off payment of 4% to recognise work for LSBU group. This was in line with the 5% pay award agreed by the committee at its meeting of 21 November 2019.

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. Executive members' expenses policy compliance audit

The committee noted the report on executive expenses for 2019/20.

9. External income policy - executive declarations

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

10. Comparator set

The committee approved the proposed comparator set for the Vice Chancellor's salary.

The committee noted that the three yearly external review of Executive salaries would be undertaken in 2021 for the committee's summer 2021 meeting.

11. Executive member objectives

The committee noted the objectives for 2020/21 for executive members

12. Executive members salary and bonus

The committee noted the 0% increase to staff salaries for 2020/21 and the 2.8% increase received on average by staff through increments.

The committee discussed the challenges of benchmarking executive salaries to other institutions due to LSBU's group structure and bonus scheme.

The committee supported the proposal that all members of the Executive, except Nicole Louis and Fiona Morey, should receive a 0% pay increase in line with staff. The committee approved a 1.4% pay increase for Nicole Louis and for Fiona Morey.

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): 7%
- Chief Financial Officer (Richard Flatman): 7%
- Chief Business Officer/Deputy Vice Chancellor (Innovation) (Paul Ivey): 5%
- Chief Customer Officer (Nicole Louis): 6%

- Pro Vice Chancellor (Compulsory Education) / Executive Principal, Lambeth College (Fiona Morey): 8%
- University Secretary (James Stevenson): 7%

The committee noted that Deborah Johnston, Pro Vice Chancellor (Education) had started in April 2020. Due to the impact Prof Johnston has had in the role during the coronavirus pandemic, the committee supported the recommendation to award her a bonus of 5% of salary.

13. **VC salary and bonus**

Please see separate minutes.

14. **VC objectives**

Please see separate minutes.

15. **Executive team bonus**

Please see separate minutes.

16. **Remuneration Committee Report to Board of Governors**

Please see separate minutes.

**Date of next meeting
2.00 pm, on Tuesday, 22 June 2021**

Confirmed as a true record

..... (Chair)