



## Remuneration Committee Report

<b>Outcome requested:</b>	<p>Council is asked to:</p> <ul style="list-style-type: none"> <li>[a] <b>note</b> the executive summary of the meeting of Remuneration Committee held on 31 May 2018;</li> <li>[b] <b>approve</b> a change to the Committee's membership to enable the co-option of an external human resources professional.</li> </ul>
<b>Executive Summary:</b>	<p>[a] The Committee considered the outcomes of the recent reviews of Professorial and Professional Services Grade 8 staff and the expectations set out in the OfS Regulatory Framework for Higher Education for publishing information on senior staff pay. Council is asked to approve changes to the Committee's membership and terms of reference in the light of the CUC Higher Education Remuneration Code.</p> <p>[b] The co-option of an external human resources professional would increase the level of available expertise on senior staff awards and remuneration.</p>
<b>QMUL Strategy</b>	Effective governance supports the achievement of all strategic aims.
<b>Internal/External regulatory/statutory reference points:</b>	<p>QMUL Ordinances CUC Higher Education Remuneration Code OfS Regulatory Framework for Higher Education</p>
<b>Strategic Risks:</b>	<ul style="list-style-type: none"> <li>[3] High quality staff.</li> <li>[9] Reputational development and external relations.</li> <li>[13] Maintain effective and constructive governance.</li> </ul>
<b>Equality Impact Assessment:</b>	The summary notes that an equality analysis was taken of outcomes from the Professorial Review.
<b>Subject to prior and onward consideration by:</b>	By Council only.
<b>Confidential paper under FOIA/DPA</b>	No.
<b>Timing:</b>	N/A
<b>Author:</b>	Jonathan Morgan, Academic Registrar and Council Secretary
<b>Date:</b>	2 July 2018
<b>Senior Management/External sponsor</b>	Monica Chadha, Vice-Chair of Council

**REMUNERATION COMMITTEE**  
**31 May 2018**

**Executive Summary**

1. The main item of business was to consider the outcomes of the recent reviews of Professorial and Professional Services Grade 8 staff, as well as an equality impact assessment of the Professorial Review process.
  - [a] An external review has been commissioned to determine whether establishing sub-divisions within Grade 8 (currently £65,864–£218,109) would make it easier to demonstrate comparability across different functional areas. Consideration is also being given to the relationship between pay increases of Grade 8 staff and those for other groups of staff in the university.
  - [b] In relation to Professorial Review, there is a need to ensure greater consistency of process and approach across the faculties and to improve the quality of appraisal data in some areas. A review of academic promotions procedures has been set up in order to build in better safeguards, including provisions relating to equality and diversity. The initial focus of the review is on Lecturer and Senior Lecturer grades, after which consideration will be given to the Professorial Review process.
  - [c] The Remuneration Committee has asked to receive regular reports in future on the quality of engagement with appraisal processes and on the progression of staff in BAME groups.
2. The Committee has reviewed its membership and terms of reference in the light of the CUC Higher Education Remuneration Code (provided with the additional reading for Council). A number of changes are presented for approval by Council in the Governance Committee Report (item 14 on the Council agenda). In addition, the Committee is seeking approval from Council to co-opt an external human resources professional to increase the level of available expertise on senior staff awards and remuneration.
3. The OfS Regulatory Framework for Higher Education requires universities to publish a greater range and detail of information on senior staff pay than was the case under HEFCE's rules. The new requirements will be phased in over the next 18 months, starting with the Financial Statements for 2017–18. The Committee has begun to review the information and to consider how it should be presented.
4. The Committee approved the remuneration of new senior members of staff, including the Vice-Principal (International) and the Interim Vice-Principal (Student Experience, Teaching and Learning). The Committee has also identified a mechanism for making decisions on senior staff pay quickly between meetings in order to compare favourably with equivalent processes at other universities.
5. The Committee will meet again in September and October to consider the performance and remuneration of the President and Principal as well as other members of QMSE.

