UNIVERSITY OF ABERDEEN

RENUMERATION COMMITTEE

MEETING HELD ON 1 JUNE 2015

Present: Sir Moir Lockhead (Convenor), Mrs Kathryn McPhail, Mr Brian Pack, Mr David Steyn, Mr Colin Duncan, Mrs D Dyker (Clerk)

In Attendance: Principal, Mrs C Inglis, Miss E Beever (AUSA President), Mr B Paterson (Staff Representative)

1. MINUTES

The Committee approved the minutes of the meeting held on 2 March 2015. The Committee noted the addition to the minutes regarding the Senior Governor revising the criteria. It was agreed that any future change would be referred to the Committee.

2. REMIT AND COMPOSITION

The Committee noted the remit and composition and specifically the addition of a student representative and a staff representative as observers to the Committee.

3. PROFESSORIAL/SENIOR STAFF DISCLOSURE OF REMUNERATION

The Committee received a paper outlining the issues surrounding disclosure of salaries, particularly in relation to the data protection act. The Committee agreed with the recommendation that the salaries should be disclosed in bandings.

4. SENIOR STAFF SALARIES

i) Background note

The Committee noted the relevant paper and the information provided on the process for the Senior Staff Pay Policy 2015. The Committee was reminded of the agreed pay policy criteria that was advertised to all Senior Staff and also noted as per the minute that the Senior Governor had subsequently amended the criteria to focus the consideration of applications on retention and equal pay considerations. The Committee had agreed that the creation of a ‘pot’ of £100k would be reasonable in relation to funding this year’s professorial salary review. The Committee agreed that the budget available remained appropriate in the current financial climate. The Committee noted that Heads of Colleges and the University Secretary had been invited to make recommendations for salary awards and the details of these recommendations had been provided in an appendix to the papers. The Committee noted that following the revision to the criteria and the Principal and Director of Human Resources had reviewed the recommendations against the criteria of retention and equal pay considerations and submitted a limited number of recommendations to the Committee for consideration.

The Committee noted that the reduced number of recommendations submitted also the associated costs of these recommendations. The Principal was asked to reconsider the recommendations and present additional cases for consideration. It was agreed that the Committee would consider the additional cases by circulation.
ii) **Senior Management Team**

The Committee noted that there were no recommendations being presented for consideration for the Senior Management Team. The Committee considered whether this was appropriate and agreed that, in the current financial climate, this was an appropriate course of action.

iii) **Summary of Cases for Consideration**

The Committee received 18 cases for consideration and approved all cases.

Subsequent to the meeting the Committee approved a further 10 cases. The total cost of all cases fell within the approved budget of £100k.

iv) **Salary of the Principal**

Sir Moir Lockhead briefed the Committee on the Principal’s appraisal discussions. The Committee noted the outcome of the appraisal and discussed the Principal’s salary position.

v) **Recommendations from Heads of Colleges**

The Committee noted the recommendations from Heads of Colleges contained in Appendix A.

vi) **Recommendations from University Secretary**

The Committee noted the recommendations from the University Secretary contained in Appendix B.

5. **RESPONSIBILITY ALLOWANCES**

The responsibility allowances were considered by the Committee and it was agreed that no changes would be made to existing allowances.

6. **PROFESSORIAL SALARY ANALYSIS BY GENDER**

The Committee received and considered a report on the analysis of Professorial Salaries by gender. The Committee noted the progress in relation to addressing the gender pay gap. It was noted that the cohort figures continued to maintain a positive position. Constructive action taken in the promotion exercise and recruitment activity was also having slightly impact on those staff with under 5 years service in post where the pay gap had moved from 7.4% in 2013 to 1% in 2014. It was noted that further positive action was required to redress the balance for those in the 5 – 10 years service banding. The gender pay gap would be kept under review and appropriate consideration and action taken to ensure that the matter remained managed.

The Committee noted the following:

(i) NHS Distinction Awards
(ii) Female Professorial Staff
(iii) There were no out of exercise awards made in 2014/15.
7. **DATE OF NEXT MEETING**

The Committee noted the date for the next Remuneration Committee would be scheduled for March 2016.