

Remuneration Committee, October 2014

Remuneration Committee will conduct an annual review of the salaries of SMG members at its next meeting, scheduled for 6 October. In line with our established practice, it will submit a full minute of that meeting to Court, summarising the decisions it has made and setting out their rationale.

This year, in advance of its meeting, Remuneration Committee would like to share with Court members its intended approach to the review of SMG salaries.

The Committee's annual review of the salaries of members of SMG will be informed by:

- a statement of each SMG member's salary for this and the previous 4 years;
- benchmark information, from the Universities and Colleges Employers Association, showing how Glasgow's salary levels compare with those of other UK universities;
- advice from the Principal on the performance of each member of the SMG in 2013/14, following his P&DR discussions with them; and
- in respect of the Principal, advice on performance from the Convener of Court, following his P&DR discussion with the Principal and reflecting the views he has obtained on the Principal's performance through his discussions with staff, students and lay governors.

In considering the appropriate level of reward, the Committee intends to:

- provide tangible reward for excellent performance;
- give consideration to any cases where the salary awarded by the University is substantially out of line with that of managers in equivalent positions at comparable universities; and
- apply a general principle that percentage pay increases for senior managers should not be higher than those for the workforce as a whole.

Are members of Court content with this proposed approach?

The Remuneration Committee's remit is attached for reference.

Remuneration Committee Remit (as approved by Court, 25 June 2014)

To formulate the University's remuneration policy, and to review that policy annually, recommending changes to Court as appropriate:

To determine salaries for members of the Senior Management Group, having regard to:

- their performance in advancing the University's strategic objectives,
- the need to offer salaries that are competitive with those of other major UK universities, as reflected in robust comparative data, and
- the budget approved by Court;

In the absence of the Principal, to determine the Principal's salary;

Annually, to determine the University's policy on the performance-related reward of professorial and senior administrative staff (all Level 10 staff); and

To advise Court on the University's policy on severance arrangements for staff, and, within parameters agreed by Court, to implement that policy, considering on an individual basis, any severance proposal:

- that departs from the parameters agreed by Court, and/or
- that pertains to a member of the Senior Management Group.