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Court

Minute of Extraordinary General Meeting held on Wednesday 30 September 2015 in Room 9 Hilton Glasgow

Present:

Mr Dave Anderson Employee Representative, Mr Graeme Bissett Co-opted Member, Ms Heather Cousins Co-opted Member, Dr Carl Goodyear Senate Assessor, Mr Liam King, SRC President, Professor Karen Lury Senate Assessor, Ms Margaret Anne McParland Employee Representative, Ms Margaret Morton Co-opted Member, Mr David Ross General Council Assessor (Convener of Court), Dr Morag Macdonald Simpson General Council Assessor, Dr Duncan Ross Senate Assessor, Ms Lesley Sutherland General Council Assessor, Professor Paul Younger Senate Assessor

In attendance:

Ms Deborah Maddern (Administrative Officer)

Apologies:

Members: Professor George Baillie Senate Assessor, Mr Ken Brown Co-opted Member, Mr Marvin Karrasch SRC Assessor, Mr Brian McBride General Council Member, Cllr Pauline McKeever Glasgow City Council Representative, Mr Murdoch MacLennan Chancellor's Representative, Mr David Milloy Co-opted Member, Professor Anton Muscatelli Principal

CRT/2014/50. Matters Arising

There were no matters arising.

CRT/2014/51. Remuneration Committee Business

Court noted from the paper that at its next meeting, on 7 October, Remuneration Committee would conduct the annual review of the salaries of SMG members. In line with established practice, it would submit a full minute of that meeting to the December meeting of Court, summarising the decisions it had made and setting out the rationale.

There had been one significant development in this area since the Committee had last met, which was that the Committee of Scottish Chairs had issued a Guidance Note, which was provided to Court for its present meeting; the Remuneration Committee's remit was also provided for reference. In addressing its work in 2015, the Committee would observe the guidance provided by the Guidance Note. One aspect of it was that *'each year, in advance of the committee's annual review of senior salaries, the governing body should provide policy guidance to the committee'*. This practice had been adopted by the University in 2014. Following the approach adopted then, members of the Remuneration Committee wished to establish if Court was content with the following statement, which reflected the approach it had adopted in the previous year and which had been approved by Court.

Proposed method of reviewing senior management salaries

Remuneration Committee's 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 2014/15, 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.*

Court agreed that it was content with the proposed approach.

CRT/2014/52. Any Other Business

There was no other business.

CRT/2014/53. Date of Next Meeting

The next ordinary meeting of the Court will be held on Wednesday 7 October 2015 at 2pm in the Senate Room.