

# Senior Remuneration Committee

## Terms of Reference:

1. To determine on appointment and review from time to time, in their absence, the remuneration and benefits of the Vice-Chancellor.
2. To determine and review from time to time, after receiving advice from the Vice-Chancellor, the remuneration and benefits of the Pro-Vice-Chancellors, the Registrar and Secretary and the Director of Finance.
3. To establish guidelines for the remuneration on initial appointment of the professorial staff and of staff in professorial and equivalent grades.
4. To review from time to time, after receiving advice from the Vice-Chancellor (who shall have consulted the appropriate line manager and/or Pro-Vice-Chancellors) the remuneration of staff in professorial and equivalent grades.
5. To set and keep under annual review, the overall parameters for Early Retirement and other termination payment arrangements for all staff
6. To monitor the numbers and costs of early retirements or other termination settlements for all staff.
7. To delegate to any two of the following as appropriate the approval of early retirements and other termination arrangements, within the overall agreed parameters: the Vice-Chancellor, Registrar and Secretary, Director of Finance and Director of Human Resource Management. Any exceptions to be agreed by at least two members of the Senior Remuneration Committee following discussion.

**Reports to:** Council

## Membership:

<i>Chairman: the Chairman of Council</i>	Mrs Kathryn Riddle	
<i>Ex Officio Members</i>		
<i>The Pro-Chancellors</i>	Mrs Kathryn Riddle (see above) Mr Tony Pedder Mr Paul Firth	
<i>The Treasurer</i>	Mr Kim Staniforth	
<i>The Vice-Chancellor</i>	Professor Keith Burnett	
<i>A lay member of the Council</i>	Mr David Young	2009-12
<i>Secretary</i>	Ms Rosie Valerio	

**Quorum:** Three members of the Committee, of whom not more than one may be member of staff of the University.