

**STRICTLY PERSONAL AND CONFIDENTIAL**

**UNIVERSITY OF EAST ANGLIA**

**SENIOR OFFICERS REMUNERATION COMMITTEE**

**Minutes of the meeting held on 26 June 2017**

**Present:** The Chair of Council (Mr J. Greenwell) (in the Chair), The Treasurer (Mr M. Williams), Lay Members of Council (Dr K. Skoyles), the Vice-Chancellor (except for the business recorded in M. 9, 10)

**With:** The Director of Human Resources

<b>PART A</b>
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**1. COMPOSITION AND TERMS OF REFERENCE**

**Reported** (1) that the composition and current membership of the Committee is as follows:

The Chair of Council (Mr J. Greenwell)  
The Treasurer (Mr M. Williams)  
The Vice-Chancellor (*except in respect of his or her own remuneration and conditions of appointment*)  
One lay member of the Council appointed by the Council (Dr K. Skoyles)

(2) that the terms of reference are:

to review and determine the salary and terms and conditions of appointment of senior officers, viz the Vice-Chancellor, the Pro-Vice-Chancellors, the Deans of Faculty and the Registrar and Secretary.

**2. MINUTES**

**Confirmed** the Minutes of the meeting held on 4 July 2016 as a correct record.

**3. REPORT TO THE COUNCIL**

**Received** a copy of the annual Report to the Council, approved by the Chair on the Committee's behalf, and submitted to the Council on 28 November 2017.

(A copy is filed in the Minute Book)

#### 4. GENERAL SALARY INCREASE

**Reported** that the substantive salaries of all senior officers coming within the remit of Part A of this Committee's agenda are normally increased, with effect from 1 August, by a national pay uplift which for 2017 has not been confirmed.

#### 5. PROFESSORIAL AND RELATED STAFF SALARY REVIEW

**Reported** that the Review Group had recently completed its annual review of Professional and Related salaries and of Heads of School's stipends.

**Received** an oral report from the Vice-Chancellor on issues arising from the review.

#### 6. PROPOSAL FOR REMUNERATION OF DEPUTY-VICE-CHANCELLOR PRO-VICE-CHANCELLORS, DEANS OF FACULTY AND REGISTRAR

**Considered** recommendations from the Vice-Chancellor on the remuneration of Deputy-Vice-Chancellor, Pro-Vice-Chancellors, Deans of Faculty and the Registrar.

#### 7. REMUNERATION OF PRO-VICE-CHANCELLORS

- Received**
- (1) a report from the Secretary on the current remuneration of Pro-Vice-Chancellors;
  - (2) summary information relating to the salaries of Deputy Vice-Chancellors from the 2016 national UCEA survey;
  - (3) reports on his work over the past year submitted by:

Professor N. Ward

(Copies are filed in the Minute Book)

**Resolved** (1) that the substantive salary of Professor Ward be increased to ██████ per annum with effect from 1 August 2017, including the 2017 national pay uplift; and that an additional supplementary stipend of ██████ be awarded for his role as Deputy-Vice-Chancellor. His Pro-Vice-Chancellor's stipend remains unchanged.

#### 8. REMUNERATION OF DEANS OF FACULTY

**Received** (1) a report from the Secretary on the current remuneration of Deans of Faculty;

- (2) summary information relating to the salaries of Pro-Vice-Chancellors from the 2016 national UCEA survey;
- (3) a report on their work over the past year submitted by:  
  
Professor J. Collier  
Professor P. Gilmartin  
Professor Y. Tasker

(Copies are filed in the Minute Book)

**Resolved**

- (1) that the substantive salary of Professor Collier be increased to [REDACTED] per annum with effect from 1 August 2017, including the 2017 national pay uplift; and her supplementary stipend be increased to [REDACTED] for her new role of Pro-Vice-Chancellor.
- (2) that the substantive salary of Professor Gilmartin be increased to [REDACTED] per annum with effect from 1 August 2017, including the 2017 national pay uplift; and his supplementary stipend be increased to [REDACTED] for his new role of Pro-Vice-Chancellor.
- (3) that the substantive salary of Professor Tasker be increased to [REDACTED] per annum with effect from 1 August 2017, including the 2017 national pay uplift.
- (4) that the supplementary stipend of Professor Edwards be increased to [REDACTED] for his new role of Pro-Vice-Chancellor.

Signed .....

Mr. J. Greenwell – Chair

**PART B OF THE MINUTES IS RECORDED ON A SEPARATE SHEET**

Minutes of the meeting held on 26 June 2017

**PART B**

**(The Vice-Chancellor was not present for this part of the meeting)**

**9. MINUTES**

The Minutes of Part B of the meeting held on 4 July 2016 were confirmed as a correct record.

**10. REMUNERATION AND TERMS AND CONDITIONS OF APPOINTMENT OF THE VICE-CHANCELLOR**

- Received**
- (1) an oral report from the Chair on the annual CUC survey of Vice-Chancellors' remuneration;
  - (2) summary information from the 2016 national UCEA survey relating to the salaries of Vice-Chancellors;
  - (3) a report on his work over the past year submitted by the Vice-Chancellor.

(Copy is filed in the Minute Book)

**Resolved** that the salary of Professor Richardson be increased to █████ per annum with effect from 1 August 2017, including the 2017 national pay uplift.

Signed .....

Mr. J. Greenwell