

SENIOR OFFICERS REMUNERATION COMMITTEE (SORC)
Sub-Committee of the Council

Membership

Ex officio	The Deputy Chair of Council (Chair) The Chair of Council The Treasurer One of the Student Members of Council
In attendance	Remuneration Consultant, where required The Vice-Chancellor (except in respect of his own remuneration)
Secretary	Chief Resource Officer (for governance and reporting aspects) Director of Human Resources (for discussion of specific individual salaries)

Terms of Reference

1. To determine and recommend to Council the remuneration policy for the Senior Officers of the University. The current roles covered by the Committee are:
 - a. Vice-Chancellor
 - b. Deputy Vice-Chancellor
 - c. Pro Vice-Chancellors
 - d. Chief Operating Officer
 - e. Chief Resources Officer
2. To review, agree and report to Council on an annual basis, the remuneration for the above officers
3. To review, and recommend to Council the remuneration policy in respect of all staff whose remuneration will exceed the limit set from time to time by the Office for Students (currently £150,000 inclusive of pension contributions and any benefits)
4. To agree, with the Vice-Chancellor recruitment salary ranges for Executive Team posts. Where salary negotiations exceed the agreed range, any further offer shall be made in consultation with the Chair of SORC.
5. To ensure that all relevant information is obtained to enable appropriate discussion to take place and that all required reporting may be undertaken.

Council 4.12.95 : Minute 12
Council 8.10.18: Minute **18