

Remuneration Committee

19/01 A meeting of the Remuneration Committee was held in Committee Room 2, Whiteknights House on Tuesday 29 January 2019 at 2.00 pm.

Present:-

The Vice-President, Mr R. Evans (in the Chair)
The President, Dr P.R. Preston
The Vice-President, Mrs K. Owen
Member of the Council, Mr S. Sherman
Member of the Council, Mrs S. Woodman

By invitation :-

The Acting Vice-Chancellor (Minutes 19/01 to 19/11 only)
The University Secretary
The Director of Human Resources
Head of Governance (Secretary)

19/02 Minutes of the last meeting

The Committee received and approved the Minutes of its meeting held on 22 October 2018.

19/03 Matters arising

[Redacted, sec 43]

Action: Mr Brady

In the meantime the President of Council and Acting Vice-Chancellor agreed to feedback any intelligence from the CUC and UUK respectively on what other institutions were considering in regard to the scheme.

The Committee noted that the Director of Human Resources had reviewed a number of reports from comparable institutions. The University's report was more comprehensive than others, with a number submitting cursory statements. It was intended that the University would remain with the more comprehensive

maximum level indicated, the impact of increasing pension costs and the potential for further industrial action. [Redacted, sec 43]

- UCU had opened a ballot for industrial action. This was described as a continuation of the dispute in respect of the 2018 pay settlement (the formal process was closed some time ago), but was likely designed to place early pressure on the 2019 process and build on momentum garnered from the recent pensions dispute. A disaggregated ballot (i.e. a ballot of members at each HEI) in late 2018 failed to reach the required 50% turnout threshold. The current ballot was being conducted nationally. The ballot closes on 22 February; the University's Strike Operations Group was meeting shortly to plan for the possible action.

USS

- The proposed changes to the USS, arising from the 2017 valuation process, provoked a significant period of industrial action in 2018 in a number of HEIs, Reading included. The dispute concluded with a collective agreement to establish a Joint Expert Panel (JEP) to re-visit the proposed changes, and the subsequent JEP recommendations were broadly, if cautiously, supported by relevant employers.

The USS Trustee had agreed to consider those recommendations by carrying out a further valuation (based on the 2018 actuarial position) which it hoped could be completed in time to avoid (in part) the increases in employer and member contributions scheduled to be phased in from 1 April 2019. The Trustee had a statutory obligation to close the 2017 valuation process and for this purpose the University had recently responded to a consultation in respect of the revised schedule of contributions coming into effect from April 2019 and the proposed recovery plan for responding to the deficit assessed by it as at 31 March 2017.

By way of a summary of the revised schedule of contributions, the employer contribution was

- The Committee members had previously noted an ongoing need to recruit a further University representative on the local schemes' Trustee body and the imminent need to appoint a Chair of Trustees. With this in mind colleagues in the University Pensions Office had prepared a role description for the Trustee and Chair roles, and a draft proposed procedure for the appointment of the Chair of Trustees.

[Redacted, sec 43].

The Committee agreed that trustee appointments should be limited to three year terms of office and that no more than three terms of office could be served.

It was noted that an open recruitment process would be run for the position ; professional chairs would be eligible to apply. A decision would then be taken by the Trustee Board jointly with the University. Mr Brady agreed to report back to the Committee on progress. ;

The Committee noted that , in relation to the Voluntary Redundancy Scheme only, the President of Council had given delegated authority for payments over £30,000, proposals in excess of £100,000 would still require Remuneration Committee approval.

The Acting Vice- Chancellor left the meeting.

19/12 Appointment of the Vice- Chancellor

The Committee had previously agreed via correspondence a salary range of £220,000-£280,000 for the Vice -Chancellor appointment.

[Redacted, sec 4Q]. The Committee was asked for a steer whether the Selection Committee should consider exceptional candidates if their current salary sat outside the upper range.

The Committee agreed that it was important to retain pay restraint, however, without knowing more about the individual candidates it was difficult to ascertain whether the candidate was truly exceptional, and therefore whether to take a decision on extending the range.

It was suggested that the Director of Human Resources should contact Odgers and explain the University's position in regard to pay restraint and ask that be relayed to relevant candidates.

Following the Selection Panel meeting on 15 February 2019 a further discussion could be held with the Chair of Remuneration Committee if required.

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