
Remuneration Committee meeting on 7 March 2024

Committee Chair's summary to Council

The Remuneration Committee met on 7 March 2024 to consider pay awards. All the substantive business was in the private session.

There were proposals for awards to the Chief Executive, Executive Leadership Team (ELT) and all other employees. The ELT award was considered in the context of an amendment to the pay policy. All the proposals were supported by information previously requested by the Remuneration Committee and were considered robustly. The proposals were agreed for 2024-25.

There was also a proposal regarding Council and Committee member remuneration. The Committee noted their conflict of interest and supported an independent review of this remuneration, including considering remuneration that reflected other roles fulfilled by Council members. A further meeting of the Remuneration Committee in June 2024 will consider this further.

Sue Gallone, Chair of the Remuneration Committee

Remuneration Committee

Minutes of the meeting of the Remuneration Committee held in public on:

Date: Thursday 7 March 2024

Time: 2pm

Venue: By videoconference (Microsoft Teams)

Members: Sue Gallone (Chair)
Rebekah Eglinton
Neville Hounsome
John McEvoy
Valerie Webster

Attendees:

Fatma Ali, Head of HR and OD
Francesca Bramley, Governance Manager
Christine Elliott, Council Chair
Karen Flaherty, Head of Governance
Bernie O'Reilly, Chief Executive and Registrar

Part 1 – Public

1. Welcome and introduction

- 1.1. The Chair welcomed those present to the meeting, in particular the Chair of the Council and the Chief Executive, who were attending to present items later in the meeting.

2. Apologies for absence

- 2.1. There were no apologies for absence.

3. Approval of agenda

- 3.1. The Committee approved the agenda.

4. Declarations of members' interests in relation to agenda items

- 4.1. Each of the Committee members declared their interest in relation to the item on the agenda relating to Council and Committee member remuneration. The Council Chair would not be present for this item.
- 4.2. It was noted that the Chief Executive and Registrar would leave the meeting while the item relating to the Chief Executive's performance and annual remuneration review for 2024-25 was being considered.

5. Minutes of the Remuneration Committee meeting held in public on 9 November 2023

- 5.1. The Committee approved the minutes as an accurate record of the meeting of the Remuneration Committee held in public on 9 November 2023.

6. Matters arising

- 6.1. The Committee noted the matters arising from the previous meeting held in public.

Items for noting

7. Committee forward plan 2024

- 7.1. The Committee noted the forward plan of business for the Committee for 2024.

8. Resolution to move the meeting to private session

8.1. The Committee resolved that the remainder of the meeting would be held in private, because the business being considered concerned:

- in the case of items 9 to 14 (inclusive), information relating to an employee or officer holder, former employee or applicant for any post or office;
- in the case of items 11 to 14 (inclusive), negotiations or consultation concerning labour relations between the Council and its employees;
- in the case of items 12 to 14 (inclusive) the source of information given to the Committee in confidence; and
- in the case of item 15, any other matter which, in the opinion of the Chair, is confidential or the public disclosure of which would prejudice the effective discharge of the Committee's or the Council's functions.

The meeting was briefly adjourned.

Chair.....

Date.....

Unconfirmed