

**CONFIDENTIAL**

**HARPER ADAMS UNIVERSITY**

**Remuneration Committee**

**Minutes of a Meeting of the Remuneration Committee held on 6 July 2022 at 15.00 attended via Microsoft Teams.**

Present: Mr P Nixon Chairman (except for 21/05)

**21/01 Terms of Reference**

Received: i) the draft amended terms of reference of the Committee.  
ii) the draft amended University Remuneration Policy statement

Noted: i) that the terms of reference had been updated to reflect the proposed updated procedures for senior staff remuneration (see 21/08 below) as well as to update references to job titles

**iv)** that the draft Remuneration Policy statement should be amended further to

v) t





information was inconsistent with benchmarking for the role), to make clear the distinction between a base pay award and a non-consolidated award for performance and to change the staged set % award payments to a more flexible 'envelope' for the Committee to use in making pay award decisions before needing to revert to the Board for additional approval **KB.**

Agreed: to circulate updated draft documents incorporating the above amendment to the Board for approval **KB**

## **21/09 Any Other Business**

No items were raised

## **Date of Next Meeting**

Noted: that the date of the next meeting of the Committee is currently scheduled for Thursday 8th June 2023 at 8.30 am.