

**CONFIDENTIAL
HARPER ADAMS UNIVERSITY**

Remuneration Committee

Minutes of a Meeting of the Remuneration Committee held on 22 June 2023 at 08.30 attended via Microsoft Teams.

Present: Mr P Nixon Chairman (except for 22/05)
Ms Y Hawkins (Chair for 22/05)
Dr T Watson

Apols: Mr D Wong

In attendance: Mrs K Baker (Secretary except for 22/04 (viii))
Prof K Sloan

- Received:
- i) written summaries of the agreed PDR outcomes for each member of the Vice-Chancellor's team
 - ii) an oral report from the Vice-Chancellor summarising the key points/outcomes relating to Senior Staff Performance during the 2022/23 financial year
 - iii) an oral report from the Chairman of the Board further to feedback from independent board members relating to the performance of senior staff including that of the Vice Chancellor (the VC departed the meeting for this aspect of the feedback);

- Noted:
- i) that all members of the Senior Management Team (SMT) had attended and completed individual annual review meetings with the Vice Chancellor to discuss their performance over the past year, with the exception of the Chief Operating Officer and the Chief Global Impact Officer both of whom are new in post and still in their probationary period (and as such not being considered for a pay award in this round);
 - ii) that each member of the SMT including the new post holders had made particular contributions over and above business as usual in 2022/23;
 - iii) anM202busi a.2 (w)-2.,4u0 Tc 0 T-6.3 (/2)-1 Tc 0.0g AM9 ()TJ and as

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- vi) that feedback from the independent governors had been very supportive of the SMT and recognised the huge efforts involved in managing the institution through strategic change and the changes seen to the leadership of the University in 2022/23;
- vii) that feedback from the Students Union on the performance of the SMT had been positive, with positive change and strong leadership on joint initiatives such as Respect and increased support for the work of the SU.

PVC Education and Students - £3,000 non-consolidated pay award

- ii) that the appropriate salary range for the University Secretary role was £98-101,000
- iii) that the acceptable pay multiple range for the Vice Chancellor pay should remain at 5.5 – 8.0;

22/07 Draft Report of the Committee and Annual Review Work of the Committee

Received: i) a draft Annual report on the work