



Vice-Chancellor's Remuneration Committee

Terms of Reference

Responsibilities

1. To recommend to Council policies designed to deliver fair, appropriate and justifiable levels of remuneration for the Vice-Chancellor whilst demonstrating procedural fairness, transparency and accountability, in line with the CUC Higher Education Senior Staff Remuneration Code.
2. To review, at least annually, and agree the Vice-Chancellor's remuneration taking into account recommendations from the Chair of Council. The Committee will monitor and review the Vice-Chancellor's remuneration against the criteria of the CUC Code.
3. To ensure that the review takes account of St George's, University of London's strategic objectives, market position, financial constraints and equality duties.
4. To consider and approve severance proposals and arrangements, if required.

Membership

- Independent member of Council (Chair)
- Chair of Council
- Treasurer
- At least one other member of Council, not being a student or a member of staff of St George's, University of London

In attendance

- Director of Human Resources and Organisational Development
- The Committee may invite an independent representative as appropriate

Quorum

Three members of the Committee to include the Chair of Remuneration Committee and the Chair of Council.

Frequency of meetings

The Committee will meet at least annually.

Mode of Operation

The Vice-Chancellor's Remuneration Committee will provide an annual written report on the exercise of its delegated authority, with a summary of outcomes and factors influencing decisions. The report will take into account the requirements of the CUC Higher Education Senior Staff Remuneration Code and provide sufficient detail on its deliberations to assure members of Council and other stakeholders that a rigorous, fair and defensible process has taken place.

Approved by Council 27 June 2023