

Remuneration Committee *(a sub-committee of the Council)*

Terms of reference

1. To receive the annual report of the Vice-Chancellor's performance and approve the Vice-Chancellor's performance objectives.
2. To review and determine remuneration and (where appropriate) severance payments for the Vice-Chancellor.
3. To approve policies for early retirement and severance for the Vice-Chancellor.

Committee Composition

(ex officio)

Pro-Chancellor

(appointed)

2 lay members of Council – one of whom to be appointed as Chair

(co-opted)

up to two co-opted external members with relevant expertise

(in attendance)

Director of People and Organisational Effectiveness (also Secretary to the Committee or nominee)

Procedures

The quoracy for the meeting is three, which should include the Chair, the Pro-Chancellor and a co-opted member.

The Committee will make an annual report to Council.

Persons with special expertise to contribute, but who are not staff or students of the University, can be co-opted to the Committee for terms of not more than three years, ordinarily renewable once for maximum terms of three years. Third terms are only approved in exceptional circumstances. Co-opted members will only be appointed and reappointed by Council following recommendation through the University appointment processes for co-opted members.

The two lay members of the Council may serve for terms of three years, renewable twice for maximum terms of three years, but terms of office will be co-terminus with appointments to Council. Lay members will only be appointed and reappointed by Council following recommendation through the University appointment processes for lay members.

As per the University's Code of Practice on Freedom of Speech and Academic Freedom, all committees considering business that could affect compliance with free speech duties, in line with their delegated authority, are expected to have due regard for any impact on the University's duties to secure and promote the importance of freedom of speech and academic freedom. Any enquiries regarding this should be directed to the Director of Strategic Planning and Governance in the first instance.