









The Board of Governors Remuneration Committee are responsible for, determining the

:

- I. fair and appropriate levels of remunerated terms of employment
- II. ensure procedural fairness and
- III. ensure transparency and accountability in all its dealings.

I. Fair and appropriate level of remuneration

The Remuneration Committee shall determine appropriate payments based upon:

- i. the context within which the University operates
 - ii. the expected contribution of a role
 - iii. the attributes required to undertake a role
 - iv. the value, based on a number of elements, delivered by an individual acting within a role
 - v.
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- vii. the proportionality of remuneration to other university colleagues
- viii. comparativeness of external benchmarking information in respect of remuneration and equality

Payment arrangements will demonstrate value for money whilst also being sufficient to recruit, retain and motivate colleagues in the context of the market for that role.

II. Procedural fairness

The Remuneration Committee shall be an independent body, whose members are drawn from the members of the Board of Governors, and who will determine and maintain consistency of approach whilst applying policy, process and procedure. The Remuneration Committee will determine policy staff and be able to evidence decisions as necessary.

III. Transparency and accountability

The Remuneration Committee shall ensure their approach to remuneration and decision making is transparent and annually publish remuneration details of its senior team with any significant changes to remuneration packages being detailed.

I. Scope and purpose

The Remuneration Committee forms a sub-committee of the Board of Governors with delegated authority to determine the remunerated terms of employment for the Vice reports.

II. Remit

- i. To determine the remuneration and reward packages, including but not limited to basic salary and pension arrangements and any other elements of reward as required, for ports prior to appointment and subsequently throughout employment. Giving due consideration to a

- v. Appointments to the committee shall be for a period of up to three years extendable by no more than an additional three-year period, provided members continue to be external members of the Board of Governors.

VI. Secretary

- i. The University Secretary or his or her nominee shall act as the secretary to the committee to arrange meetings and ensure; the committee receives papers in advance for consideration; minute proceedings and circulate the minutes to committee members once approved.

VII. Reporting Responsibilities

- i. The HR department will provide university data and market intelligence as required for the committee to consider. This will include an oversight of both benchmarking and fair pay.
- ii. The Chairman of the committee shall provide an annual remuneration report to the Board of Governors on its proceedings, decisions and any recommendations beyond its remit.
- iii. In the interests of transparency the Remuneration Committee will also publish the annual remuneration report on the external University of Lincoln webpages.

VIII. Revision

The reference will be reviewed and revised as appropriate, annually.



