



**REMUNERATION COMMITTEE
Meeting Two**

27 January 2025

Minute

Present: Hugh Mitchell, Convener
Janet Legrand, Senior Lay Member
Frank Armstrong, Co-opted Member
Douglas Millican, Co-opted Member

In attendance: Leigh Chalmers, Vice-Principal and University Secretary
James Saville, Director of Human Resources (HR)
Jo Roger, Director of HR Partnering
(See note under #4)

Apologies None

1	Welcome
	The Convener welcomed all attendees to the meeting.
2	Minutes of meeting on 10 September 2024
	The minutes were formally supported by the Committee as a true record of the meeting.
3	Matters arising from meeting of 10 September 2024
	No other matters were raised by committee members.

SUBSTANTIVE ITEMS

4	Remuneration of the Principal and Vice-Chancellor (Principal)
	[The discussion of the Principal's pay took place without Leigh Chalmers, James Saville and Jo Roger present. The notes were relayed to them by the convener after the discussion.] The Committee received an update from the Senior Lay Member regarding the Principal's annual performance review against objectives. In line with Court approved principles agreed on 7th October 2024 a 2.5% salary increase reflecting the general JNCHES award to staff in August 2024 was discussed and approved.