

## **REMUNERATION COMMITTEE TERMS OF REFERENCE**

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The terms of reference of the Remuneration Committee are:

#### **Vice-Chancellor's Remuneration**

1. To provide advice on recommendations from the Chancellor to Council on adjustments to the Vice-Chancellor's conditions of employment and remuneration following consideration of:
  - a. the outcomes of the Chancellor's annual review of the Vice-Chancellor's performance and remuneration
  - b. any performance incentive payment aligned to the achievement of key performance indicators
  - c. sector benchmarking data including the annual benchmarking review auspiced by the University Chancellors Council.

#### **Remuneration of Members of the University Executive**

2. To consider and if appropriate approve the Vice-Chancellor's recommendation for adjustments to the conditions of employment and remuneration of members of the University Executive following consideration of:
  - a. the outcomes of the annual review of performance and remuneration
  - b. any performance incentive payments aligned to the achievement of key performance indicators
  - c. sector benchmarking data including the annual benchmarking review auspiced by the University Chancellors Council.

#### **Senior Staff remuneration**

3. To consider and provide advice to Council on the conditions of employment and remuneration of University staff and officers, including remuneration, allowance and loadings for officers of professorial rank or having appointments at Head of School level or above and professional staff classified as Higher Education Worker level 10 or above.

#### **Executive and senior staff succession planning**

4. To consider and provide advice to Council on succession plans in respect of members of the University Executive and members of senior management.

#### **Australian Universities Vice-Chancellor and Senior Staff Remuneration Code**

5. To consider and advise Council on an annual report of the University's compliance with the Australian Universities Vice-Chancellor and Senior Staff Remuneration Code.

#### **Council remuneration and matters referred**

6. To set the level of remuneration for the Chancellor and Council members on an annual basis within bands set down in the 'Victorian Government's Appointment and Remuneration Guidelines for governing bodies of non-departmental entities'.
7. To advise Council on any matters referred to it by Council and where specifically requested by Council, to act on Council's behalf in relation to such matters.

## **COMPOSITION**

- a. The Chancellor (Chair)
- b. The Deputy Chancellors
- c. One member from among the Chairs of Council Committees

## **Attendance**

The Vice-Chancellor may be in attendance for items other than any item addressing the Vice-Chancellor's remuneration or performance.

## **RULES OF OPERATION**

The Committee will conduct its business in accordance with the *Operating Provisions for Committees of Council*.

*Approved by Council on 9 December 2021*