

**University of Surrey**  
**Remuneration Committee**

**Terms of Reference**

The terms of reference for the Remuneration Committee are prescribed by Ordinance as follows:

## 8 Remuneration Committee

8.1 In accordance with best practice guidance, apart from any other sub-committees which Council may establish, there shall be a Remuneration Committee.

8.2 The Remuneration Committee shall be comprised of:-

- Member of Council (Chair)
- Chair of Council
- University Treasurer
- One External Member of Council nominated by Council

8.3 Normally in attendance shall be:

- President & Vice-Chancellor (but not when the Committee is discussing their own salary and conditions of service)
- Chief People Officer (Committee Secretary)
- Independent external advisors

8.4 The responsibilities of the Remuneration Committee shall be determined by Council and recorded in the committee's Terms of Reference.