
Remuneration Committee meeting on 26 February 2026

Committee Chair's summary to Council

The Remuneration Committee considered its forward plan and agreed that the next scheduled review of Council and Committee member remuneration should be moved to 2027. It was noted that as the last review in 2024 included a two year award with a second increase awarded in 2025, the next review should be deferred to 2027 for action in 2028, as required.

John McEvoy
Chair of the Remuneration Committee

Remuneration Committee

Minutes of the meeting of the Remuneration Committee (the Committee) held in public on:

Date: Thursday 26 February 2026

Time: 2pm

Venue: By videoconference (Microsoft Teams)

Members: John McEvoy (Chair)
Neville Hounsome
Pam Ricketts
David Stirling

Attendees:

Fatma Ali, Head of HR and OD (did not attend for item 13)

Francesca Bramley, Governance Manager

Alastair Bridges, Executive Director of Resources (did not attend for item 13)

Patricia Morrissey, Head of Governance

Bernie O'Reilly, Chief Executive and Registrar (did not attend for item 13)

Public meeting

1. Welcome and introduction

- 1.1. The Chair welcomed those present, including David Stirling who was attending his first meeting since becoming a Committee member.

2. Apologies for absence

- 2.1. There were no apologies for absence.

3. Approval of agenda

- 3.1. The Committee approved the agenda.

4. Declarations of members' interests in relation to agenda items

- 4.1. It was noted the members of the executive and senior leadership team attending had an interest in the items relating to the Employee pay award and the Review of pay bands however, they would not be involved in making the decisions about these items.

5. Minutes of the Remuneration Committee meeting held in public on 30 October 2025

- 5.1. The Committee approved the minutes as an accurate record of the meeting of the Committee held in public on 30 October 2025.

6. Matters arising

- 6.1. The Committee noted the matters arising from the previous meeting held in public. The alignment of Remuneration Committee and People and Resources Committee meeting dates had not been completed in 2026 due to the availability of key attendees and would be actioned as part of 2027 meeting planning.

Items for noting

7. Committee forward plan

- 7.1. The Committee's forward plan was noted. The Committee queried the timing of the review of Council and Committee member remuneration. The Head of Governance informed the Committee that the last review had taken place in 2024 with an increase in remuneration actioned at that time. The Council and independent committee members remuneration policy and principles stipulates

that the remuneration of Council and independent committee members is reviewed at least once every three years with the next review due in late 2026 for action in 2027, as required. It was noted that the 2024 review included a two year award with a second increase awarded in 2025, in view of this the Committee agreed that the next review should be deferred to 2027 for action in 2028, as required.

Action: Head of Governance to update the Remuneration Committee forward plan to defer the next review of Council and Committee member remuneration from October 2026 to October 2027.

8. Resolution to move the meeting to private session

- 8.1. The Committee resolved that the remainder of the meeting would be held in private because the business being considered concerns information relating to an employee or officer holder, former employee or office holder or applicant for any post or office, negotiations or consultation concerning labour relations between the Council and its employees or any other matter which, in the opinion of the Committee Chair, is confidential or the public disclosure of which would prejudice the effective discharge of the Committee's or Council's functions.
- 8.2. The meeting was briefly adjourned.

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