

## **Remuneration Committee**

Established by Council 3 March 2008 [min ref 377.7.1, C08/10(M)]

### La Trobe University REMUNERATION COMMITTEE

#### **Composition:**

- A Chancellor (*ex officio*) - chair
- B Chair, Finance and Resources Committee
- C 2 additional external members of Council with appropriate expertise

#### **Membership:**

- A Mrs Sylvia J Walton, AO
- B Hon Anthony Sheehan
- C Dr Gaye Sculthorpe
- C Mr Bill Kelty, AC

#### **In Attendance:**

Vice-Chancellor  
Vice-Principal (Resources and Administration)

#### **Terms of Reference:**

1. Upon affirmation by Council that agreed performance targets have been met by the Vice-Chancellor, to decide annually on the quantum of the Vice-Chancellor's performance bonus and Total Employment Costs (TEC) on the basis of external benchmarking data.
2. When required, to consider issues relating to the Vice-Chancellor's contract and make recommendations to Council.
3. To review and set Total Employment Costs (TEC) ranges on the basis of external benchmarking data for all executive staff as listed in the Annual Report of Council whose salaries are not regulated by the Enterprise Bargain Agreement.
4. To review and approve the performance assessments and bonuses recommended by the Vice-Chancellor on executive performance appraisal mechanisms.
6. To recommend to Council principles for remuneration paid to external Council members and to deal with any issues relating to payment of Council members.
7. Oversee the preparation of the remuneration disclosure report for the University's annual report and financial statement.
8. To consider any appropriate matters referred to it by Council or the Vice-Chancellor.

**Reporting** Council

**Frequency:** Quarterly

**Secretariat:** To be advised

Updated 8/10/08