



COUNCIL PERFORMANCE AND REMUNERATION COMMITTEE

TERMS OF REFERENCE

COMMITTEE	Council Performance and Remuneration Committee
PURPOSE	The Council Performance and Remuneration Committee is a sub-committee of the University Council and is responsible for approving and monitoring policies related to the recruitment, appointment and remuneration of University staff including Senior Executives as defined within the University of Wollongong Delegations of Authority Policy, confirming the annual performance outcomes for Senior Executives including the Vice-Chancellor, and monitoring succession plans for Senior Executives.
TERMS OF REFERENCE	<p>The Council Performance and Remuneration Committee shall:</p> <ol style="list-style-type: none"> 1. approve policies and other material for the recruitment and appointment of the Vice-Chancellor for the University Council's approval; 2. determine the remuneration of the Vice-Chancellor; 3. align the Vice-Chancellor's performance targets with the University's objectives and monitor and report on the Vice-Chancellor's performance; 4. confirm the annual performance outcomes for senior executives (including the Vice-Chancellor); 5. approve University-wide remuneration policies and incentive plans and reviewing the application of those policies to executive, academic and professional staff; 6. review the remuneration policy for members of the Vice-Chancellor's senior executive as recommended by the Vice-Chancellor and monitoring the application of that policy; 7. in accordance with Delegation 11.02 and 16.19, approve the remuneration and terms of employment of the Senior Executive on the recommendation of the Vice-Chancellor 8. in accordance with Delegation 11.01 and 11.02, approve establishment, classification, re-classification, appointment, re-appointment, and termination of Senior Executive positions and any other executive reports to the Vice-Chancellor; and 9. monitor succession plans for the Vice-Chancellor and the Vice-Chancellor's senior executive as developed by the Vice-Chancellor.
CHAIR	Chancellor
MEMBERSHIP	<ol style="list-style-type: none"> a. Deputy Chancellors; b. At least two members drawn from the external members of the University Council; and c. up to two (2) external members (external to the Council and not a current staff member or current student of the University of Wollongong) with appropriate professional expertise and experience, who will be recommended by the Chair and approved by Council.
ATTENDEES	Any others as determined by the Chair when necessary.
QUORUM	At any meeting of the Committee, three members shall form a quorum.
SECRETARIAT	The Chief Governance Officer and University Secretary or their nominee will act as Secretary to the Committee.
MEETINGS	<ul style="list-style-type: none"> • The Committee is to meet as requested by the Chair. • Committee meetings will be held not less than twice a year.

REPORTING	A report will be provided to University Council following each meeting.
-----------	---