

Extract from the Rules of Council

6. Human Resources and Remuneration Committee

- (a) The Human Resources and Remuneration Committee of the Council consists of –
- (i) one member of the Council, elected by the Council as the chairperson of the Committee;
 - (ii) the Chairperson of the Finance and Facilities Committee of the Council and at least two other members of such committee;
 - (iii) at least three members elected by the Council on account of their knowledge and experience in human resource management and remuneration matters;
 - (iv) the Vice-Chancellor; and
 - (v) one or more members of the Management Committee.
- (b) The member contemplated in subparagraph (a)(v) is the Executive Director: Human Resources.
- (c) The Executive Director: Finance attends meetings of the Committee in an advisory capacity without voting rights.
- (d) An internal member may not participate in any discussion or decision in respect of his or her own remuneration.
- (e) The Committee may invite independent consultants to its meetings to facilitate the determination of matters.
- (f) The Human Resources and Remuneration Committee –
- (i) makes recommendations to the Council on human resource and remuneration policy matters and conditions of service applicable to employees in relation to senior management employees, excluding the Vice-Chancellor, in particular, and employees other than senior management employees in general;
 - (ii) makes recommendation to the Executive Committee on annual salary increases for employees, including any performance based increments or bonus payments, where applicable;
 - (iii) makes recommendation to the Executive Committee on specific remuneration packages of members of senior management, excluding the Vice-Chancellor; and
 - (iv) addresses reviews of the salary structure of the University and makes the relevant recommendations to the Executive Committee.
- (g) The Human Resources and Remuneration Committee –
- (i) may advise the Council on any matter which it deems expedient for the effective and efficient management of human resources and remuneration matters; and
 - (ii) performs such other functions as the Council may determine.