People, Safety and Culture Committee

Terms of Reference (UC241/08 Feb26)

Council, Designated Council Committee and Controlled Entity remuneration

1. To make recommendations to Council as required pertaining to:
    1.1 the terms of a submission to the Salaries and Allowances Tribunal (WA) on the Remuneration payable to eligible members of the Council and the Advisory Boards.
    1.2 the remuneration payable to eligible (non-Council) Members of the Designated Council Committees.
    1.3 the remuneration payable to Directors of any Controlled Entity of ECU (including ECU Holdings), other than the Directors of ECU Holdings Subsidiaries.

Vice-Chancellor performance objectives, performance assessment and remuneration

2. To monitor and report to Council on the terms and conditions of employment, including remuneration, of the Vice-Chancellor and matters which may arise in the course of the Vice-Chancellor's employment by the University.
3. To make recommendations to Council as required pertaining to:
    3.1 the setting of the Vice-Chancellor's annual key performance objectives;
    3.2 the annual assessment of the Vice-Chancellor's performance against the key performance objectives;
    3.3 the Vice-Chancellor's Total Employment Remuneration.

Senior executive performance and remuneration oversight

4. To oversee and monitor implementation of a senior executive remuneration framework to ensure that senior executive role complexity and contributions are assessed in a consistent, evidence-based manner.
5. To make recommendations to Council for the approval of and/or amendments to senior executive management policies.
6. To receive an annual report from the Vice-Chancellor on senior executive performance and succession planning, and to approve a high-level summary of the reports for provision to Council.

Workforce strategy

7. To oversee and monitor implementation of ECU's workforce strategy, including workforce planning; capability, leadership and performance systems; and diversity/equity considerations.
8. To monitor the alignment of ECU's workforce strategy with public expectations and sector benchmarks.

Safety and wellbeing of staff and students

9. To provide governance-level oversight of safety and wellbeing at ECU, including:
    9.1 cultural indicators, engagement and belonging trends for staff and students;
    9.2 inclusion, equity, cultural safety and respectful behaviour;
    9.3 staff and student physical, psychological and cultural safety;
    9.4 safety and wellbeing frameworks, indicators and systemic risks;

9.5 high-level trends in safety incidents, wellbeing concerns and reporting behaviours.

10. To provide oversight of alignment with the *National Higher Education Code to Prevent and Respond to Gender-based Violence*.
11. To make recommendations to Council for the approval of and/or amendments to the ECU *Gender-Based Violence Prevention and Response Plan* and to report to Council on performance against the Plan.

University culture

12. To oversee the development of a plan to foster an inclusive, values-aligned culture at ECU for recommendation to Council, and to monitor performance against the plan.
13. To provide oversight of culture at ECU, including the alignment of behaviours and leadership practices with the University's values, strategic objectives and public accountability obligations.
14. To provide advice to Council on systemic cultural risks, strengths and emerging issues.

Other matters

15. To report to Council on such matters as may be referred to it by the Council, the Chancellor or the Vice-Chancellor.
16. To make decisions on matters delegated to the Committee by Council.

Composition (UC241/08) **and membership** (as at 22 October 2026)

Category		Members*
(i)	Chancellor	Gaye McMath
(ii)	Deputy Chancellor	Robert Radley
(iii)	A minimum of one and maximum of two co-opted persons who may be external Council members or persons co-opted from outside the University community** with expertise and/or substantial experience in remuneration matters (including executive remuneration) and/or workforce strategy	Timothy Conversi Emma Jarvis
(iv)	A minimum of one and maximum of two co-opted persons who may be external Council members or persons co-opted from outside the University community** with expertise and/or substantial experience in staff and/or student safety and wellbeing	Pearl Proud Clare Dobb
(v)	Vice-Chancellor	Professor Clare Pollock
(vi)	One Member of Council who is a non-executive staff member of the University	Dr Christine Cunningham
(vii)	One Member of Council who is an enrolled student of the University	Lucas Lutzenkirchen

* Appointments to Council Committees are approved by Council in accordance with the Policy on Nominations for Council and Bodies Appointed by Council

** Note that in this context, "outside the University community" means people who are neither staff nor enrolled students of ECU and nor are they members of Council.

Restricted Committee Matters

For the purposes of considering:

- the performance review of the Vice-Chancellor;
- the setting of the Vice-Chancellor's performance objectives; and
- the remuneration, conditions of employment, or termination arrangements of the Vice-Chancellor,

the Committee will meet in restricted session. For the restricted session, membership will comprise all membership categories excluding categories (iv) and (v). Quorum for the restricted session will comprise a simple majority of the members currently serving in membership categories (i) through (iii) and (vi) and (vii).

Accredited Observers (UC243/07 Jul26)

i. Provost
ii. Deputy Vice-Chancellor (Students and Education)

Other relevant senior staff may attend by invitation for specific items.

Executive Officer

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