

Remuneration Committee Annual Governance Statement 2023/24

Introduction

1. The University is dedicated to maintaining the highest standards of corporate governance and is satisfied that it complies with the Committee of University Chairs (CUC) Higher Education Senior Staff Remuneration Code (June 2018).
2. Senior remuneration within the University is governed by two sub-committees of University Council: the Remuneration Committee and the Strategic Reward Committee.
3. This statement refers to the Remuneration Committee, which under the delegated authority of Council has the remit for: (i) the setting and monitoring of the Vice-Chancellor's performance objectives; and (ii) the determination and scrutiny of the Vice-Chancellor's remuneration (and other terms and conditions of employment).

Post holders within the remit of Remuneration Committee

4. The only post holder that is within the remit of Remuneration Committee is the Vice-Chancellor, Professor Andy Schofield.

Policy on remuneration for post holders within the remit of Remuneration Committee

5. On an annual basis the Pro-Chancellor (Chair of Council) undertakes a robust appraisal of the Vice-Chancellor's performance and also proposes forward-looking performance objectives for the next year. A detailed report is prepared, with support from the University's Director of People and Organisational Effectiveness, as clerk to the Remuneration Committee, and is then presented to the University's Remuneration Committee along with the latest Committee of University Chairs (CUC), University and Colleges Employers Association (UCEA) and other salary/overall remuneration benchmarking information. Where appropriate, independent specialist advice is also sought from the institution's external advisors (currently the Korn Ferry Group).
6. Following a detailed discussion regarding the Vice-Chancellor's performance the Committee discussed remuneration and considered whether any amends to the overall package of remuneration is to be agreed, taking into account:
 - the overall performance of the institution;
 - the Vice-Chancellor's contribution and performance;
 - the level of additional remuneration (or cost of living increases) afforded to other parts of the University workforce;
 - sector positioning and benchmarking information.

Choice of comparator institutions/organisations

7. The Remuneration Committee draws on a variety of data sources in order to benchmark the Vice-Chancellor's salary:
 - (a) UCEA Senior Salary Survey, specifically data on Pre-92 Institutions, and Pre-92 institutions within the same institutional income band;
 - (b) CUC Survey of Vice-Chancellors' remuneration, using both full survey and selected research-intensive universities (see below);
 - (c) other top 10 universities and comparator groups/institutions.¹

Policy on income derived from external activities

8. There is a unified policy that covers all University staff, governed by a published policy that has been approved by the relevant University committee, the Finance and General Purposes Committee, and presented to University Council.

Pay multiple of the Head of Institution to the median institution salary

9. Based on the published Office for Students (OfS) guidance and when using the two formulas prescribed.
 - (i) The Vice-Chancellor's basic salary in 2023/2024 is 6.88 times the median pay of staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the institution to its staff, casual workers and contractors.
 - (ii) The Vice-Chancellor's total remuneration in 2023/2024 is 6.89 times the median total remuneration of staff, where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the provider of its staff, casual workers and contractors.

It has not been possible to include agency workers² within the pay ratios due to the way in which the University systems categorise and deal with payment of these workers.

¹ Durham and Loughborough Universities and the Universities of Bath, Exeter, Surrey, Warwick and York

² Agency includes those staff hired through an external agency which the University is invoiced periodically for and is not the direct employer of and also student hires who are engaged as part of our employability agenda through an in-house service based within the University Student and Education Services division.

Emoluments of the Vice-Chancellor

	2023-24	2022-23
Salary	262,789	250,275
Taxable benefits	0	0
Non-taxable benefits	0	0
Pension costs	38,104	54,059
Total	300,893	304,334

Commentary on any significant changes

10. A salary uplift of £12,514 (5%) was approved by the remuneration committee in June 2023, effective from 1 August 2023.
11. A salary uplift of £15,767 (6%) was approved by the remuneration committee in July 2024, effective from 1 August 2024.

Other business considered by the Committee

12. The only business in 2023/24 related to the remuneration and performance of the Vice-Chancellor.

Forward schedule

13. The Remuneration Committee is scheduled to meet next on 27 June 2025.

**Remuneration Committee
(a standing committee of the Council)**

Terms of reference

1. To receive the annual report of the Vice-Chancellor's performance and approve the Vice-Chancellor's performance objectives.
2. To review and determine remuneration and (where appropriate) severance payments for the Vice-Chancellor.
3. To approve policies for early retirement and severance for the Vice-Chancellor.

Committee Composition

(ex officio)

Pro-Chancellor

(appointed)

2 lay members of Council – one of whom to be appointed as Chair

(co-opted)

up to two co-opted external members with relevant expertise

(in attendance)

Director of People and Organisational Effectiveness (also Secretary to the Committee)

Procedures

The quoracy for the meeting is three, which should include the Chair, the Pro-Chancellor and a co-opted member.

The Committee will make an annual report to Council.

Persons with special expertise to contribute, but who are not staff or students of the University, can be co-opted to the Committee for terms of not more than three years, renewable twice for maximum terms of three years. Co-opted members will only be appointed and reappointed by Council following recommendation through the University appointment processes for co-opted members.

The two lay members of the Council may serve for terms of three years, renewable twice for maximum terms of three years, but terms of office will be co-terminus with appointments to Council. Lay members will only be appointed and reappointed by Council following recommendation through the University appointment processes for lay members.