

Extract from the University of Worcester Report and Financial Statements for the year ended 31.7.2024

Emoluments of the Vice Chancellor and Chief Executive:	Group		University	
	2024 £000	2023 £000	2024 £000	2023 £000
Salary	325	325	325	325

The remuneration package for the Vice Chancellor consists of basic salary only, and does not include any additional benefits.

The review and determination of remuneration for the Vice Chancellor and Chief Executive is delegated by the Board of Governors, to the Remuneration Committee (Vice Chancellor and Chief Executive).

The Committee is committed to acting in accordance with the Higher Education Senior Staff Remuneration Code, and reports to the Board of Governors on an annual basis. This report was approved by Board members at the meeting on 7th May 2024 and is also published on the university website.

During 2023/24 the membership of Remuneration Committee (Vice Chancellor and Chief Executive) comprised: -

Members:

Vice Chair of the Board (Remuneration Committee (VC) Chair).
Chair of Audit Committee
Chair of People & Culture Committee
Chair of Finance & Development Committee
President of the Students' Union & Student Governor
Chair of the Board

In attendance

Director of HR
Clerk to the Board of Governors

The performance review of the Vice Chancellor is conducted with reference to the CUC Code on Higher Education Senior Staff Remuneration and Regulatory Advice 9 from the Office for Students. When making decisions, Committee members refer to the Terms of Reference for the Remuneration Committee and the delegated powers as outlined in the Articles of Government (3.5.3.).

The Chair of the Board conducts an annual review of the performance of the Vice-Chancellor and Chief Executive against objectives, which are agreed at the start of the year. In advance of the review, the University Secretary seeks comments on the Vice Chancellor's performance from all members of the University's Board, including the staff and student representatives. The outcome is discussed at the Remuneration Committee and subsequently reported to the Board of Governors. The Vice Chancellor is not present at the Committee nor at the Board meeting when his performance and remuneration are discussed.

The Committee met on 22nd January 2024 to consider the performance review of the Vice Chancellor for the academic year 2022/23 and to conduct a review of the Vice Chancellor's remuneration. The Director of Human Resources provided the Committee with an overview of the remuneration review process, information on the previous outcomes of the remuneration committee and details of the current salary arrangements for the Vice Chancellor. Benchmark salary data from the CUC survey of Vice-Chancellors remuneration was also provided, with reference to institutions of a similar size and/or in the region and included data and an analysis of salary trends over recent years.

The Chair of the Board presented their report summarising the performance review of the Vice Chancellor for the period 2022/23. The report highlighted the notable success of the Outstanding Ofsted for the University's ITT provision, the allocation of funded medical school places, the opening of the Elizabeth Garrett Anderson building, the achievement of TEF silver and the wider Severn Campus development. The report also referred to the financial challenges faced by the University and the steps taken by the Vice Chancellor in the past period to address this. Members recognised that many of the challenges facing the University were outside of the University's control and were reflected across the sector. Members were satisfied that the appraisal summary presented a good balance between the positive achievements and more challenging aspects.

Members were advised that University staff had received a total pay award of 5% this year (2% paid from February and 3% paid from August) which had not been applied to the Vice Chancellor. It was also noted that a pay award had not been applied to the Vice Chancellor's salary since 2017.

Members concluded that the Vice Chancellor's achievements and commitment over the past period were significant and should be acknowledged. However, the Committee concluded that it was not appropriate at this time due to the financial position of the University to apply an award to the Vice Chancellor's salary.

The multiple of the Vice Chancellor and Chief Executive's total remuneration, to that of the median total remuneration for all staff, including student employees was 9.4 (2023: 9.9).

The multiple of the Vice Chancellor and Chief Executive's salary, to that of the median salary, for all staff, including student employees was 10.9 (2023: 11.4).

The above ratios are required to be disclosed under the Office for Students Accounts Direction. Due to the considerable earn as your learn programme that the University operates, the below ratios have also been calculated which exclude any student employees:

The multiple of the Vice Chancellor and Chief Executive's total remuneration, to that of the median total remuneration for all staff, but EXCLUDING student employees was 7.1 (2023: 7.6).

The multiple of the Vice Chancellor and Chief Executive's salary, to that of the median salary, for all staff, but EXCLUDING student employees was 8.8 (2023: 9.1).

No Governor has received any remuneration from the group during the year (2023: £nil). Governors are entitled to reimbursement of travel expenses of which £138 was claimed by 1 individual (2023: £293 by 2 individuals).