

Extract from the [Annual Accounts 2021/22](#)

Emoluments of the Vice Chancellor and Chief Executive:

	Group		University	
	2022 £000	2021 £000	2022 £000	2021 £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) on an annual basis.

In accordance with the Higher Education Code of Governance (para 3.15), the Committee reports to the Board on an annual basis.

During 2021/22 the membership of Remuneration Committee (Vice Chancellor and Chief Executive) comprised: -

Remuneration Committee (Vice Chancellor and Chief Executive)

Chair: Vice Chair of the Board of Governors

Members:

Chair of the Board of Governors

Chair of the Finance and Development Committee and Vice Chair of the Board

Chair of the Audit Committee

Chair of the People and Culture Committee

President of the Student Union

In attendance: Director of Human Resources

Secretary: Clerk to the Board of Governors

The process for the performance review of the Vice Chancellor is conducted with reference to the CUC Code on 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 (3.3.3.).

The Committee met on 17th January 2022. In advance of the meeting, members of the Board had been invited to provide comments and observations on the Vice Chancellor's performance and remuneration over the past period to the Committee. No feedback had been received this year.

A detailed paper from the Director of Human Resources was distributed to members prior to the meeting. This included 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. Comparator salary data 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 2020/21. The performance review focused on seven key areas of performance of strategic importance for the University, with reference to the main duties outlined in the Vice Chancellor's job description. The Chair's report included a range of documents to demonstrate different aspects of the Vice Chancellor's leadership.

As in the previous year, members recognised that the pandemic had provided a challenging environment in which to lead a complex organisation and members agreed that the Vice Chancellor had achieved his objective at the start of the pandemic - for the University to be an 'Educational hot spot and Covid cold spot' as well as continuing to take the University forward in terms of strategy and capital development.

The Committee were advised that the national pay negotiations for this year had resulted in a 1.5% pay award for all staff, effective from 1st August 2021.

In reviewing the performance of the Vice Chancellor over the last year, the Committee concluded that it had been excellent. The Committee agreed that it would be appropriate to offer the Vice Chancellor the same level of pay award as staff had received and the Committee agreed to make an award of 1.5% to the Vice Chancellor, in line with the national pay award, backdated to 1st August 2021.

The Board were subsequently advised that, following the communication of the award to the Vice Chancellor by the Chair of the Committee, the Chair received a written communication from the Vice Chancellor in which he advised that he would not be accepting the pay award. On that basis, the pay award has not been applied. The Committee noted that this was the fourth year that the Vice Chancellor had requested to waive a pay award.

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 10.0 (2021: 9.6).

The multiple of the Vice Chancellor and Chief Executive's salary, to that of the median salary, for all staff, including student employees was 11.3 (2021: 11.0).

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 8.0 (2021: 7.8).

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 9.5 (2021: 9.6).