

Extract from the [Annual Accounts 2022/23](#)

	Group		University	
Emoluments of the Vice Chancellor and Chief Executive:	2023 £000	2022 £000	2023 £000	2022 £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.

The Committee is committed to acting in accordance with the Higher Education Senior Staff Remuneration Code (published in June 2018) and reports to the Board of Governors on an annual basis. This report was approved by Board members at the meeting on 25th April 2023 and is also published on the university [website](#).

During 2022/23 the membership of Remuneration Committee (Vice Chancellor and Chief Executive) comprised: -

Chair: Vice Chair of the Board of Governors

Members:

- Vice Chair of the Board of Governors
- 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 of Governors

In attendance

- Director of Human Resources
- Clerk to the Board of Governors

The process for the performance review of the Vice Chancellor and Chief Executive 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 15th February 2023 to consider the performance review of the Vice Chancellor and Chief Executive for the academic year 2021/22 and to conduct a review of the Vice Chancellor and Chief Executive's remuneration. 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 and Chief Executive. Comparator 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 of Governors presented their report summarising the performance review of the Vice

Chancellor for the period 2021/22. Members were supportive of the Chair's view that the Vice Chancellor and Chief Executive had made a positive contribution to the success and the achievements of the University during 2021/22.

The Committee noted that University staff received a 3% pay award effective from 1st August 2022 which had not been applied to the Vice Chancellor and Chief Executive. It was also noted that the Vice Chancellor and Chief Executive had not accepted a pay award since 2017.

Members agreed that it was important to recognise the Vice Chancellor and Chief Executive's contribution during 2021/22 in leading the University but that the Committee also needed to consider the University's current financial position and the position of the Vice Chancellor and Chief Executive's total remuneration when compared against other institutions of similar income.

For these reasons, the Committee concluded that given the University's current financial position and the wider national context that it was unable to support a pay award to the Vice Chancellor and Chief Executive for this year. This decision was communicated to the Vice Chancellor and Chief Executive by the Chair of the Remuneration Committee.

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 9.9 (2022: 10.0).

The multiple of the Vice Chancellor and Chief Executive's salary, to that of the median salary, for all staff, including student employees was 11.4 (2022: 11.3).

The above ratios are required to be disclosed under the Office for Students Accounts Direction. Due to the considerable earn as you 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 7.6 (2022: 8.0).

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 9.1 (2022: 9.5).