



Annual Remuneration Statement 2022-23



- Members of the University Executive committee.
- Staff outside of the Executive whose remuneration is more than £110,000 per annum.

2022-23 Meeting frequency

Remuneration Committee met once during the academic year: 7th June 2023.

Remuneration benchmarking

Benchmarking has been undertaken using the UCEA Senior Staff Remuneration Survey 2022 (published March 2023). Benchmarks are taken against all Higher Education Institutions and post-92 Higher Education Institutions. Institutional income has been compared to 100-£150m bands. The institution sat at £145m during the period in question.

Benchmarking has also been undertaken using Cendex / XpertHR for roles which were considered relevant and for which wider comparator information is available.

Non-Executive workforce

Posts outside of the remit of Remuneration Committee either have job gradings determined by the HERA Job Evaluation Scheme and are remunerated in accordance with either the New JNCHES national pay framework (to scale point 51 Band 8); local scale points 52-56 (Band 9) or for Directors not subject to Remuneration Committee jurisdiction, spot salaries are applied based on benchmarking for the role in question, and individual levels of skill, knowledge and experience.

Pension

The pension provisions offered to new entrants across the institution is the University Superannuation Scheme (USS), with a handful of staff still subject to the legacy Local Government Pension Scheme (LGPS).

Head of Institution pay

The Vice-Chancellor's basic salary for 2022-3 was 6.72 times the median pay of staff (2021-22: 5.98), where the median pay is calculated on a full-time equivalent basis for the salaries paid by the University to its staff. The Vice-Chancellor's total remuneration was 7.72 times the median total remuneration of staff (2021-22: 7.48), where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the University of its staff.

on 1 August 2022 (as proposed by Remuneration Committee) and again from 1 February 2023 in line with the cost-of-living increase awarded to all other eligible staff (2%). This was an earlier than usual increase to pay which formed part of the 2023-24 national pay negotiations.



Vice Chancellor pay ratio against median of all other staff (3-year information)

Year

Median pay of staff