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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 December 2023.

Members:

Vice Chair of the Board (Remuneration Committee (VC) Chair).

Chair of Audit Committee

Chair of People & Culture Committee

Chair of Finance & Development Committee

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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 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 (3.3.).

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 the 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. Resources provided the Committee with an overview of the remuneration review process, information on the previous outcomes of the remuneration committee and details of 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 year 2022/23. The report covered the 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 reflected on the financial challenges faced by the University and the steps taken by the Vice Chancellor in the period to address these. The report was presented to the Board and 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 noted that a pay award had not been applied to the Vice Chancellor since 2017.

The Chair of the Board acknowledged the Vice Chancellor's contribution 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 award a pay award to the Vice Chancellor.

The multiple of total staff remuneration for all staff, including student employees was 9.4 (2023: 9.9).

The multiple of total staff remuneration for all staff, excluding 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 earnings of the University, the below ratios have also been calculated which exclude any student employees:

The multiple of total staff remuneration for all staff, but EXCLUDING student employees was 7.1 (2023: 7.6).

The multiple of total staff remuneration 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 which £138 was claimed by 1 individual (2023: £132 by 2 individuals).