



was updated in 2018 to reflect the CUC HE Remuneration Code.

An Annual Statement on the work of Remuneration Committee is also published as part of the November meeting each year. The Statement is also subject to the OfS Accounts Direction requirements as published for each year end:

The Annual Statement <sup>1</sup> information included in the Annual Report and Financial Statements covers:

- a) a list of post holders eme





## Vice-Chancellor's Remuneration

| Emoluments of the VC                    | 2021/22<br>(from<br>01.11.2021) | 2020/21                       | 2019/20                       | 2018-19                       | 2017-18                       |
|-----------------------------------------|---------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Salary                                  | £230,000                        | £195,707                      | £195,707                      | £192,000                      | £188,000                      |
| Performance Related pay                 | n/a                             | n/a                           | n/a                           | n/a                           | 3% (included above)           |
| Benefits                                | £1,130<br>(medical insurance)   | £5,637<br>(medical insurance) | £6,000<br>(medical insurance) | £6,000<br>(medical insurance) | £5,000<br>(medical insurance) |
| Accommodation                           | n/a                             | £2934 (up to 31.03.2021)      | £4,000                        | £4,000                        | £5,000                        |
| Subtotal                                | £231,130                        | £204,278                      | £205,707                      | £202,000                      | £198,500                      |
| Pension costs (employer contributions)  | £16,100                         | NIL                           | NIL                           | Nil                           | £9,000 (part year)            |
| Pay in Lieu of Employer's Pension Costs | n/a                             | £21,116                       | £18,324                       | £18,000                       | £11,000 (Part year)           |
| <b>Total</b>                            | <b>£247,230</b>                 | <b>£225,394</b>               | <b>£224,031</b>               | <b>£220,000</b>               | <b>£218,000</b>               |

*Note: the OfS Accounts Direction changed the way from 2018 that Vice-benefits are to be presented. Non-*

**Effectiveness of Remuneration Committee:**

The Board is invited each year to comment on its view of the effectiveness of the Remuneration Committee.

The Committee also conducted a review of its effectiveness as part of its meeting held in July 2022 and concluded that the Committee continued to work effectively. Feedback from the questionnaires

effectively and efficiently. The Committee also agreed to monitor the effectiveness of the new procedures for senior staff pay reviews in light of the new CUC HR Remuneration Code and refreshed procedures and documents.

The Board completed its review at its July 2022 meeting *and concluded that it was content with the work of the Committee during the year and had no issues it wished to raise.*

Mrs K Baker  
Deputy University Secretary  
July 2022