

Remuneration and Nominations Committee – Annual Statement 2020

The Remuneration and Nominations Committee of the Corporation remains responsible for:

- Considering the remuneration of all post-holders, including that of senior post-holders.
- Setting a remuneration framework
- Overseeing any staff severance payments
- Seeking out new Independent and Co-opted Members to the Corporation
- After consideration, making recommendations to the Corporation on both remuneration and nomination matters.

The Committee is committed to doing so equitably and on the basis of institutional and, from time to time, exceptional individual performance. On remuneration, a broad view of the financial performance of the HE sector is considered and the Committee bases its decisions primarily on the recommendations made by the Universities and Colleges Employers' Association (UCEA), who negotiate nationally on the University's behalf.

The Committee's policy on income derived from external activities is that these matters be considered on a case-by-case basis

In 2019/20, no annual pay award was proposed to the Committee, as UCEA halted national negotiations due to the outbreak of the Covid-19 pandemic. There was, therefore, no annual award made by the Corporation to any staff (including senior post-holders).

Pay Multiple

In 2019/20, the University's Pay Multiple for basic remuneration, i.e. the ratio between the highest-paid member of staff (the Vice-Chancellor and Principal) and the median salary (calculated on a full time basis) paid by the University to its staff, was 6.2 (down from 8.4 in 2018/19).

The University's Pay Multiple for total remuneration, i.e. the ratio between the Vice-Chancellor and Principal's total remuneration and the median total salary (calculated on a full-time basis) paid by the University to its staff, was 6.7 (down from 10.2 in 2018/19).

Signed by N Moss (Chair – Remuneration and Nominations Committee)

11/11/2020