

## **Committee to Review the Salaries of Senior University Officers: Annual Report for the academic year 2021-22**

### **Introduction**

The Committee to Review the Salaries of Senior University Officers (CRSSUO) consists of three external members (two are external members of Council), one of whom is chair; one of the Proctors or the Assessor (as may be agreed between them); and three other members, who may be internal or external. At all times, the Committee has been comprised of primarily lay members.

The CRSSUO is responsible for setting and reviewing the remuneration of the Vice-Chancellor, Registrar, Pro-Vice-Chancellors, Heads of Division, Director of Finance, and the Dean of the Business School. None of these individuals take part in CRSSUO discussions.

The overall aim of remuneration for these roles, as for other staff groups, is to enable the University to recruit and retain the highest calibre staff.

The CRSSUO determines salaries on appointment and normally reviews remuneration biennially to ensure it remains appropriate.

In setting senior remuneration packages the CRSSUO ensures fair, appropriate and justifiable levels of remuneration and in carrying out its duties the CRSSUO adheres to the University's Remuneration Policy for Senior University Officers.

### *Membership in the academic year 2021-22*

<b>Role</b>	<b>Name</b>
Chair	Mr Charles Harman (Ext member of Council)
External member	Mr Bernard Taylor
Assessor	Dr Bettina Lange Dr Richard Earl
Further member (Ext member of Council)	Ms Wendy Becker
Further member	Baroness Jan Royall
Further member	Sir Jonathan Phillips

### *Dates of meetings*

**12 October 2021.** Mr Charles Harman (Chair), Mr Bernard Taylor, Ms Wendy Becker, Baroness Jan Royall, Dr Bettina Lange (Assessor).

**8 November 2021.** Present: Mr Charles Harman (Chair), Sir Jonathan Phillips, Mr Bernard Taylor, Baroness Jan Royall, Ms Wendy Becker, Dr Bettina Lange (Assessor).

**6 April 2022.** Present: Mr Charles Harman (Chair), Mr Bernard Taylor, Ms Wendy Becker, Dr Richard Earl (Assessor). Apologies: Sir Jonathan Phillips, Baroness Jan Royall.

### **Salary setting and reviews**

In the academic year 2021/22 the CRSSUO has approved the salaries on appointment for 3 individuals. 8 salary reviews were completed and all in office throughout the pandemic were considered for recognition. In line with Council's decision to pause all discretionary pay increases during the financial year 2021/22, no salary increases for senior officers were implemented until August 2022.

In setting the remuneration packages for these staff the CRSSUO has inter alia taken into consideration the context in which the University operates and institutional performance within that context; the remit and responsibilities of the role, and attributes required to undertake that role effectively; the market rate in UK Universities for jobs of comparable scale and type. Benchmarking information was predominantly drawn from the University and Colleges Employer Association's Senior Staff Remuneration Survey, and the Korn Ferry Russell Group salary survey. All decisions have been taken in the full knowledge of the remit of the Remuneration Policy, including in relation to fairness and with particular regard to gender and ethnicity pay.

In line with all University non-clinical staff senior officers all received the nationally agreed annual pay award of 1.5% in 2021/22. All elements of overall remuneration packages follow University Financial Regulations and policy.

### **Vice-Chancellor remuneration**

The Vice-Chancellors remuneration is reported in the financial statements in accordance with the OFS accounts direction.