

University of Central Lancashire

Annual Remuneration Statement 2021/22

The Remuneration Committee has continued to operate within the Guidance on Senior Pay issued by the Committee of University Chairs (CUC), first adopted as the Committee's policy framework in October 2019. In summary, the Guidance confirms the commitment to ensure that:

- Reward levels for senior staff are fair and appropriate;
- Decision and approval processes are fair and transparent;
- Any severance payments are justified and reasonable.

During the academic year 2021/22, a restructuring of the Vice-Chancellor's senior team was approved. This restructuring included the disestablishment of one post and adjustments to, and a change of reporting line for, a second post. Following consultation with both post holders, it was agreed that it was appropriate for both to leave the University. The Committee therefore approved exit packages for both individuals. Prior to giving approval, the Committee took appropriate legal advice from Eversheds and also external advice from FIT, the retained specialist reward consultancy.

Following these changes, the Vice-Chancellor's Group remained stable and accordingly, the Remuneration Committee was not required to approve any further exit arrangements for senior staff and nor did it approve any reward packages for newly-appointed colleagues.

During the year, the Committee continued to have access to the services of external remuneration consultants (FIT), who are available to validate the external market data and advise on the appropriateness of proposed salaries and severance arrangements, if required.

Remuneration

For 2021/22, UCEA (the employers' association) implemented a general 1.5% pay uplift, which was applied at the University for graded and management staff. In line with established practice, the same figure was taken as the standard increase for the Vice-Chancellor's Group. Where individuals had taken on expanded responsibilities as a result of the restructure, higher percentages were awarded to take them closer to the market median for these new roles.

In line with the CUC good practice guidance, the Committee continue to monitor the salary and total reward of the Vice-Chancellor as a multiplier against the median for the overall staffing base. It will be noted that the figures for 21/22 show a decrease in the Vice-Chancellor's figures versus the overall median. Following input from our auditors, Training 2000 staff are now included in the comparator figures, resulting in a reduction in the median and therefore an increase in the multiplier. Without these staff, the multiplier would have fallen to 7.4 for salary.

	21/22	20/21	19/20	18/19	17/18	16/17
Salary	7.6	7.8	7.6	7.0	7.4	7.4
Total Reward	6.3	6.5	6.4	6.2	6.4	6.4

(The figures for Total Reward are proportionately lower as neither the Vice-Chancellor nor his predecessor were in an occupational pension scheme, and therefore no employer contributions were payable).