

## University of Central Lancashire

### Annual Remuneration Statement 2022/23

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 2022/23, there were no changes to the Vice-Chancellor's Group and accordingly, the Remuneration Committee was not required to approve any 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 2022/23, UCEA (the employers' association) implemented a general 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. The Committee approved the implementation of the award in line with the overall timing, with 2% payable from 1 February 2023 and the remainder from 1 August 2023.

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 22/23 show a decrease in the Vice-Chancellor's figures versus the overall median, due to the overall higher increase in salaries at the graded levels, where incremental progression added around 1.5% to the existing 5% pay uplift.

	22/23	21/22	20/21	19/20	18/19	17/18	16/17
Salary	<b>7.5</b>	<b>7.6</b>	<b>7.8</b>	<b>7.6</b>	<b>7.0</b>	<b>7.4</b>	<b>7.4</b>
Total Reward	<b>6.1</b>	<b>6.3</b>	<b>6.5</b>	<b>6.4</b>	<b>6.2</b>	<b>6.4</b>	<b>6.4</b>

(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).