

University of Central Lancashire

Annual Remuneration Statement 2023/24

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.

The Committee's remit covers the Vice-Chancellor and his direct reports with salaries higher than £75,000 per annum, i.e. the Deputy Vice-Chancellor (Operations), four Pro Vice-Chancellors, the Chief Officers for Finance and People, and the University Secretary and General Counsel.

During the year, the Vice-Chancellor's Group saw the departure of the Pro Vice-Chancellor (Academic Leadership) for an external Vice-Chancellor role. This was a voluntary resignation and accordingly, the Remuneration Committee was not required to approve any exit arrangements for senior staff. The Committee approved the appropriate salary range within which the University's management were authorised to recruit the replacement in this Pro Vice-Chancellor role.

The Committee continued to have access to external remuneration data (principally Hay and UCEA) to inform their decisions on the appropriateness of proposed salaries. The policy for senior staff is to manage individual salary levels around the median for comparable roles within the sector, but with the facility to move towards upper quartile in cases of sustained high performance.

The University is aware that senior staff have demanding, full-time roles and these are not generally compatible with undertaking external work commitments, except where these are to the benefit of the University. Any external activity must have the approval of the relevant line manager. If additional remuneration is involved, this could be retained by the individual only with the prior approval of the Committee.

Remuneration

UCEA (the employers' association) implemented a general 5% pay uplift payable in two instalments, 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.

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 23/24 continue to show a modest decrease in the Vice-Chancellor's figures versus the overall median. This is attributable to the overall higher increase in salaries at the graded levels, where incremental progression added around 1.5% to the annual pay uplift.

	23/24	22/23	21/22	20/21	19/20	18/19	17/18	16/17
Salary	7.4	7.5	7.6	7.8	7.6	7.0	7.4	7.4
Total Reward	6.1	6.1	6.3	6.5	6.4	6.2	6.4	6.4

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