

Annual Statement on Senior Remuneration for the 2019–20 financial year

This report is published in accordance with the Committee of University Chairs' (CUC) 'Higher Education Senior Staff Remuneration Code' (June 2018).

Approach to Senior Remuneration during 2019–20

On 21 September 2018, the Council approved a Senior Remuneration Framework for the University, which sets out the institution's approach to the remuneration of senior post holders. It is reviewed every two years.

A copy can be accessed at: <https://www.aber.ac.uk/en/corporate-information/remuneration/>.

As set out by the Senior Remuneration Framework, the Committee has been delegated the authority by Council to agree matters relating to the remuneration of the "Vice-Chancellor; Pro Vice-Chancellors; and Director of Finance and Corporate Services".

The University recognises that it operates in a competitive environment and wishes to attract and retain the best staff possible. However, in taking any decisions relating to the remuneration of senior staff, the Remuneration Committee is required to be mindful of the affordability of those decisions and refer to benchmarking data for comparable Universities.

In this respect, benchmarking data was drawn from the annual Universities and Colleges Employer Association (UCEA) Senior Staff Remuneration Survey, and the annual CUC Vice-Chancellor Salary Survey.

All senior post holders at the University automatically receive any 'cost of living' pay awards provided by the University to employees on the nationally-agreed single pay spine.

In common with all other employees, the University's senior staff are required to participate in the institution's Effective Contribution Scheme appraisal process. For the Vice-Chancellor, this annual appraisal is conducted by the Chair of Council. For other senior staff within the purview of the Remuneration Committee, this appraisal is conducted by the Vice-Chancellor as their line manager.

The outcomes of these appraisals are subsequently presented to the Remuneration Committee and form the basis of any recommendations to the Remuneration Committee with respect to any changes to the remuneration of the senior staff in question.

At its meeting on 07 November 2019, the Committee also received a report summarising the institution's performance as at 31 July 2019 against the Key Performance Indicators (KPIs) which had been agreed by Council to monitor the delivery of the institutional Strategic Plan. Such a report will now be presented to the Committee on an annual basis, in order to provide further context within which to consider any changes to the remuneration of senior staff.

Emoluments of the Vice-Chancellor

The emoluments of the Vice-Chancellor for the 2018–19 academic year, compared against the emoluments for the previous year, were as follows:

	<u>2019–20</u>	<u>2018–19</u>
Salary	£232,000	£228,000
Performance-related pay	£0	£0
Benefits ¹	£3,000	£1,000
Sub-total	£235,000	£229,000
Pension costs	£5,000	£5,000
Total	£240,000	£234,000

For the period 2019–20, the pay multiple of the Vice-Chancellor's earnings (£235,000) against the median earnings of all staff (full-time equivalent staff, excluding Aber Workers and Relief staff: £33,797) was 1:6.95.

For comparison, the pay multiple of the Vice-Chancellor's earnings against the median earnings of all staff (full-time equivalent staff, excluding Aber Workers and Relief staff) for 2018–19 was 1:8.

The Vice-Chancellor may undertake outside work with other parties outside the University, including Directorships or Board memberships, with the written permission of the Chair. The retention of any income generated from external bodies is agreed on a case-by-case basis. The Vice-Chancellor does not receive any additional income from the external bodies on which she serves.

In common with all other employees, the Vice-Chancellor is entitled to claim reimbursement of out-of-pocket expenditure in accordance with the University's approved Financial and Travel procedures. All such claims by the Vice-Chancellor are subject to the approval of the Chair of Council.

¹ Including the taxable benefits in kind relating to accommodation at Plas Penglais, where the Vice-Chancellor is required to reside.