

Remuneration Statement

SPH Remuneration Committee

The salary and conditions of service of the Vice-Chancellor are considered by the Senior Post Holder Remuneration Committee (SPH Remcom) following feedback on the annual appraisal and having regard to comparative data. The Vice-Chancellor is not a member of this committee nor is he in attendance. When considering remuneration for the Vice-Chancellor, the Committee has regard to the Level 1 Head of Institution (HOI) comparator of the UCEA Senior Staff Remuneration Survey, together with CUC Vice-Chancellor survey to benchmark the positions offered within comparator institutions.

The SPH Remcom is responsible for determining the salaries and terms and conditions of the Vice-Chancellor and the University Secretary. Such determination is guided by the University's Remuneration Policy, which acknowledges the performance of the University is dependent on the quality and commitment of its workforce and therefore the need to recruit and retain high quality staff to deliver its corporate plan, with appropriate remuneration which recognises contribution to the achievement of strategic goals; whilst also ensuring that salaries and benefits remain competitive with other Universities in our market sector.

Review of Performance

The performance of the Vice-Chancellor is assessed in terms of progress towards the University's strategic KPIs. Notable achievements in 2017/18 include:

- **Inspiring:** Received the Global Teaching Excellence Award (GTEA) that had over 300 University applicants from across the world. Maintained a top 5 ranking in the HEFCE Teaching Qualifications table.
- **Innovative:** Captured major grants including the joint £90m rail research grant with Birmingham and Southampton. Maintained upper decile position for number of Knowledge Transfer Partnerships
- **International:** Grew international income by 9.6% despite tough market. Ranked 13th on International Student Barometer (out of 120 institutions which participated).
- **Staff:** Achieved target of 100% of academic staff either having a PhD or registered on one. Now ranked in the top 5 of mainstream institutions for % of academic staff with doctorate or other higher degree. First organisation in the world to have the whole of its senior leadership team as Chartered Managers.
- **Finance:** Maintained top 5 position in the Financial Security Index amongst mainstream Universities with a turnover over £100m. Shortlisted for THE Outstanding Finance Team.
- **Estates:** Commenced both Barbara Hepworth and Science buildings. Ranked in the upper decile for percentage of estate in Condition A category.

The HOI is one of the most experienced Vice-Chancellors in the United Kingdom and during his tenure the University has received many awards including:

- Queen's Anniversary Prize for Higher Education
- Queen's Award for Enterprise
- Gold Award in the Teaching Excellence Framework
- Times Higher Education University of the Year
- Times Higher Education Entrepreneurial University of the Year

The Vice-Chancellor's personal contributions have also been recognised through further awards and honours including:

- Commander of the Order of the British Empire (CBE)
- The Guardian Inspiring University Leader Award

- Companionship of the Chartered Management Institute

The committee considered the contribution of the HOI, by reference to his appraisal which assessed progress towards the University’s strategic KPIs, culminating in demonstrable progress towards these indicators and notable awards during 2017/18 including:

- The inaugural Global Teaching Excellence Award
- Times Higher Education Outstanding Leadership and Management Team
- Times Higher Education Outstanding Strategic Planning Team

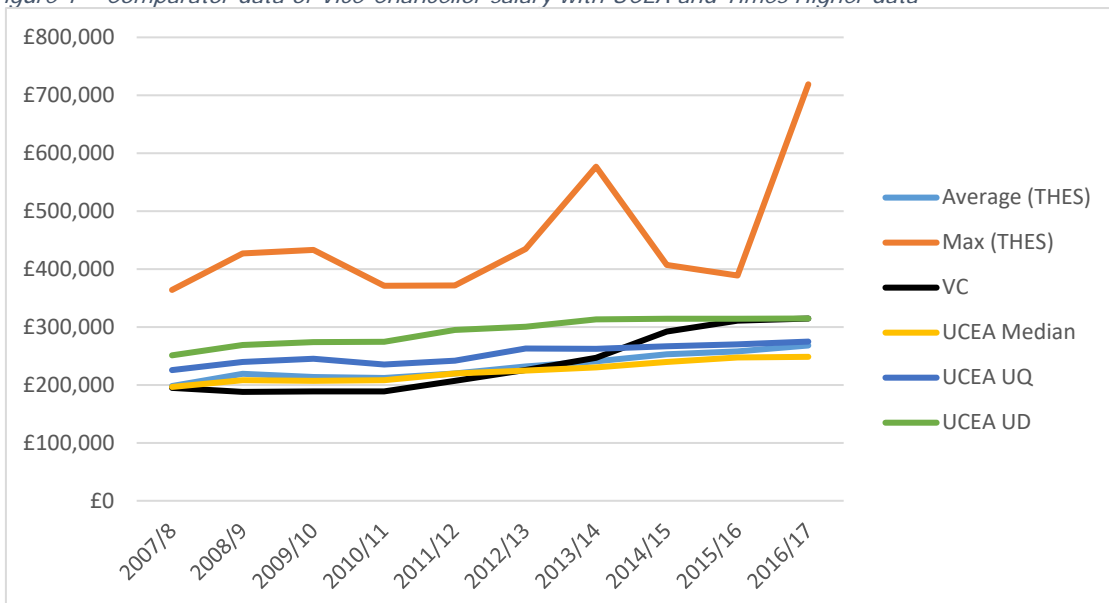
Vice-Chancellor’s Remuneration Package

VC total remuneration package	2017/18	2016/17	2015/16
Basic salary	£326,254	£314,613	£311,190
Pension contribution (standard USS rate of 18%)	£58,726	£56,630	£53,374
Dividends	Nil	Nil	Nil
Performance related pay	Nil	Nil	Nil
Bonuses	Nil	Nil	Nil
Salary sacrifice	Nil	Nil	Nil
Car	Nil	Nil	Nil
Subsidised loan	Nil	Nil	Nil
Subsidised accommodation	Nil	Nil	Nil
Ex-gratia payments	Nil	Nil	Nil
Private Health Insurance	Nil	Nil	Nil
Sabbatical payments	Nil	Nil	Nil
Retention of external payments	Nil	Nil	Nil
Any other payments	Nil	Nil	Nil

For completeness, it should be noted that the Vice-Chancellor is a member of the University Group Death in Service Scheme, in line with all senior staff. The contractual arrangements with the HOI ensure that any remuneration or fees received by the HOI for external activities in his capacity as Vice-Chancellor or as an employee of the University shall be the income of the University.

Figure 1 shows a graph that compares the remuneration with the UCEA mean, upper quartile, upper decile and the Times Higher Education VC pay survey average and maximum VC pay.

Figure 1 – Comparator data of Vice-Chancellor salary with UCEA and Times Higher data



* The median salary and total remuneration excludes employees paid on an hourly basis.

Pay multiple

The table below summarises the current ratio for the university of the pay multiple of head of institution (HoI) earnings against the median of all staff, plus details of how this indicator has changed over the last three years. This data has been produced using the UCEA methodology.

Date	Basic salary* Ratio	Total remuneration* Ratio
31/07/2016	8.92	9.46
31/07/2017	8.92	9.30
31/07/2018	9.36	9.68