

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 Committee for University Chairs Survey of Vice-Chancellor Remuneration, UCEA Senior Staff Remuneration Report, HESA Financial performance data, and relevant HESA student data.

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 that 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 Strategy Map, 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 University's performance against its Strategy Map is the key indicator used for remuneration purposes for the Vice-Chancellor. The University does not operate any explicit performance pay scheme. The performance of the Vice-Chancellor is assessed at an annual appraisal in terms of progress towards these KPIs, against mainstream Universities (+£100m). Notable achievements include:

Inspiring: Continued strong performance in tackling differential achievement between student groups in both continuation and attainment, with gaps closing in the majority of categories. Strong performance in the most recent Huddersfield Student Survey and National Student Survey.

Innovative: A significantly improved performance in the Research Excellence Framework, impacting positively on the University's ranking and allocation of QR funding.

International: Improvements in the University's overall ranking in international league tables and some notable subject level achievements. Strong performance in international student recruitment.

People first: Achieved target of 100% of staff either having a PhD or registered on one. Now ranked No. 1 for % of staff with doctorate or other higher degree.

Financial sustainability: Ranked highest for mainstream universities in the HESA Financial Security Index; continued to maintain strong cash reserves allowing the University to plan for investment in future growth.

Growth and efficiency: Future-proofing the University through acquisition of Southgate. Continued to be recognised nationally and regionally for the quality of University buildings. Continued planned delivery of the University's Digital Strategy.

The Vice-Chancellor celebrates the success of staff and students across the University at each meeting of the University Managers' Group, Senate and Council. The following reflect a selection of those achievements:

- The University won the Chartered Management Institute Partner of the Year, awarded for the University's outstanding positive impact on the student experience, professional development and employability.

- The University’s Centre for Precision Technologies was awarded the Queen’s Anniversary Prize for its innovative and ground-breaking research.
- The University was awarded funding from the UK Community Reviewable Fund for its work on aiding business recovery post-pandemic, working in partnership with Spectrum People and Wakefield Council.
- 3D printed snowflakes created at the 3MBIC Innovation Centre were used for the BBC’s promotional video for the 2022 Winter Olympics.
- Research undertaken by the University using the DNA of Bronze Age women has altered views on the genetic landscape of the Orkney Islands.
- The University presented awards to outstanding students studying apprenticeships with the University.
- The University received the Bronze Watermark from the National Co-ordinating Centre for Public Engagement.
- The Huddersfield Business School was awarded the Small Business Charter.
- The University was placed 6th in the Times Impact Rankings in the reducing inequalities category.
- The University was awarded the Queen’s Award for Enterprise in International Trade.
- The foundation stone for the University’s new Jo Cox More in Common Centre was laid by MP, Kim Leadbeater.

In addition, the following individual successes were recognised and celebrated:

- The Vice-Chancellor was elected to become the President of the Institution of Engineering and Technology.
- One of the University’s graduate, Georgia Helme was selected to become part of the BBC’s elite BBC Young Climate Reporter scheme as a result of her report on the damage caused by the dumping of raw sewage into the River Lugg.
- The biography of the poet and novelist, Sylvia Plath, written by Heather Clark, Professor of Contemporary Poetry, was named as one the New York Times’ 10 Best Books of 2021. Professor Clark was also awarded a Guggenheim Fellowship.
- Professor Grigoris Antoniou was elected as a Fellow of the Institute of Electrical and Electronic Engineers.
- The University’s Deputy Vice-Chancellor was featured in the BBC documentary series, “Lucy Worsley investigates – the Princes in the Tower”.

Vice-Chancellor’s Remuneration Package

VC total remuneration package	2021/22	2020/21	2019/20	2018/19
Basic salary	£336,042	£336,042	£336,042	£336,042
Pension contribution (standard USS rate of 18%)	£0.00	£0.00	£0.00	£0.00
Payments in lieu of pension	£72,000	£62,168	£62,168	£62,168
Dividends	Nil	Nil	Nil	Nil
Performance related pay	Nil	Nil	Nil	Nil
Bonuses	Nil	Nil	Nil	Nil
Salary sacrifice	Nil	Nil	Nil	Nil
Car	Nil	Nil	Nil	Nil
Subsidised loan	Nil	Nil	Nil	Nil
Subsidised accommodation	Nil	Nil	Nil	Nil
Ex-gratia payments	Nil	Nil	Nil	Nil
Private Health Insurance	Nil	Nil	Nil	Nil
Sabbatical payments	Nil	Nil	Nil	Nil
Retention of external payments	Nil	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.

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.

Date	Median Salary	VC's Salary	Ratio
31/07/2020	£35,127	£336,042	9.57
31/07/2021	£35,127	£336,042	9.57
31/07/2022	£34,620	£336,042	9.71