



# Remuneration Committee

22/24 A meeting of the Remuneration Committee was held via teams on Monday 17 October 2022 at 2.15 pm.

Present: -

The Vice-President, Kate Owen (Chair)

The President, Helen Gordon

Member of the Council, Sue







## 22/31 UEB Remuneration

The Vice-Chancellor submitted to the Committee proposals in respect of remuneration for UEB members.

The Vice-Chancellor explained that he agreed specific targets with each member of UEB. He reminded the Committee of the set of principles used for the remuneration of UEB members, these principles were:

- Salary adjustments were based on performance against the University's top-level KPIs and on taking on new responsibilities or extensions of remit;

- Award payments were based on cases where individual UEB members could provide evidence of contributions that exceed what could be expected in the delivery of activities, projects or key processes;

- Shadow salary adjustments considered the full workload of the PVCs and DVC who retained their permanent position in an academic School.

It was noted that whilst the impact of Covid-19 diminished during the 2021/22 academic year, its impact on the financial position continued to be felt. Student under-recruitment in 2020, resulting in lower numbers of 'part 2' students in 2021/22, had depressed the financial outturn for that year (and would do so for 2022/23 when these lower numbers fed into 'part 3'). Nevertheless, reputationally the University had made some important gains, with the significant improvement in the NSS having had immediate positive impacts on rankings in the Complete University Guide and the Times/Sunday Times Good University Guide. The ranking in the Guardian League Table remained unchanged due to its use of multi-year NSS data, but if the improved outcome in the NSS could be retained in 2023 this ranking would be improved too.

Dealing with the impact of the Covid-19 pandemic on University life diminished during the

Autumn Term, ae2.04 reW\* nBT/F3 32 8t oET@.000008871 0 595.32 842.04 reW\* nBT/F3 11.04 Tf1 0 0 1

| Function | Name | Salary<br>adjustment<br>(£) | Award<br>payment<br>(£) | Shadow salary |
|----------|------|-----------------------------|-------------------------|---------------|
| *        | *    | *                           | *                       | *             |

22/34 Out of Cycle Salary Increases

The Committee received and noted out of cycle increases agreed since the last meeting.

22/35 Report of the University Executive Board

There was nothing to report on this occasion.

22/36 Dates of Meetings in Session 2022-23

Thursday 2 February 2023 at 2.00 pm

Tuesday 6 June 2023 at 10.30 am