



**UNIVERSITY
OF HULL**

Senior Staff Remuneration and Severance Annual Report 2023

The University's Senior Remuneration Policy and Procedure contains a number of commitments around transparency and good governance. One such commitment is that each year, Remuneration Committee will produce an annual remuneration report to Council which will provide assurance that the Remuneration Committee has effectively discharged its responsibilities. Once approved by Council the annual report is published.

The report is based on the template provided by the Committee of University Chairs and which is contained in the University's Senior Staff Remuneration and Severance Policy and Procedure.

Remuneration Committee is asked to approve the attached report covering the reporting period 2022/2023 and recommend it to Council for approval at its next available meeting.



Introduction

The Higher Education Senior Staff Remuneration Code (the Code) was first published by the Committee of University Chairs (CUC) in June 2018 and in response, University Council subsequently approved a new Senior Staff Remuneration and Severance Policy and Procedure.

Following a review of the Code, the CUC published a revised version in November 2021. The Senior Staff Remuneration and Severance Policy and Procedure remains compliant with the revised version of the Code.

In reflecting the provisions of the Code, the University's policy is designed to create a transparent and open system and improve the public's understanding and confidence in how the salaries of Vice-Chancellors and other senior university staff are determined. The commitment to transparency includes the University publishing a readily accessible annual report.

Context

The University of Hull employs just over 2,200 people and has a turnover of c.£207m. The University makes a valuable contribution to the social and cultural life of the city and region, acting as an anchor institution in the region, working alongside public sector and commercial organisations in driving productivity and creating a sense of place.

The University inspires students from around the world every year and conducts world-renowned research, operating as a global business, recruiting international students and providing teaching internationally and partnering with a range of international organisations. In recruiting and retaining a Vice-Chancellor, the University is affected by the global market for talent and international competitive salaries. It is critical that the University of Hull is able to attract, recruit and retain the best possible academic and professional leadership.

Remuneration Committee

The University's Remuneration Committee is a committee of the University Council and acts within the remit of Council, and within the delegations given to it by Council and the University Charter. It provides assurance to Council regarding senior staff remuneration.

The terms of reference of Remuneration Committee, including the names of members of the committee, who are appointed by Council, are available from the University's Governance Team. The University's Vice-Chancellor as Head of Institution is not a member of the Remuneration Committee.

Remuneration Committee makes decisions affecting the emoluments (including severance payments) of members of the University Leadership Team. The role of Remuneration Committee also covers the oversight and monitoring of the remuneration and severance payments made to other senior staff earning over £100,000 per annum.

The Remuneration Committee is required to meet at least one time per academic year and ordinarily meets in or around October. This year, the Committee met in January, March and November to discuss and approve matters concerning senior pay, appointments and the 2023-24 annual pay award.

Key factors in considering reward

The University will ordinarily determine the market rate of a role with reference to the UCEA Senior Salary Remuneration Survey and a standard, local definition of the market within which the University

operates. When considering reward the University primarily takes account of an individual's performance and their impact on the achievement of University's goals above. The University also takes account of changes in the recruitment market, measures necessary to effectively manage equality issues, the need to recognise developmental progression and retain staff and substantial changes to roles.

Vice-Chancellor Remuneration

The demands on the Vice-Chancellor are complex, operating within a highly competitive environment both nationally and internationally, where student demand for places both at subject and institutional level is increasingly volatile. The Vice-Chancellor's performance is judged through an annual appraisal process of objective setting and monitoring performance against those objectives. Performance is reported to the University's Remuneration Committee annually and this committee is responsible for ensuring the annual remuneration package is commensurate with the Vice-Chancellor's performance and responsibilities.

The Vice-Chancellor has been in post since September 2022 and continues to drive forward the delivery of academic excellence through the University's Strategy 2030. A summary of highlights is listed below:

- Placed 44th in the UK in THE World University Rankings (WUR) 2024, which is our highest domestic ranking in the WUR. This excellent performance also marks our best global ranking since 2017.
- A very positive NSS result in 2023 (20th nationally for overall positivity according to THES) demonstrates that the focussed work on improving this has been successful.
- Student applications have risen substantially in 2022/3 to 49,423 (30 May 2023) versus 30,749 at the same point in 2022. UG applications are up from 14,015 to 15,309, an increase of 9.2%.
- External validation of our outstanding teaching with the achievement of TEF Gold. Only 33 of 128 higher education institutions that took part were awarded Gold in 2023.
- Continued success in KEF with a further improved position on last year's excellent outcome.
- Launched a People Strategy in May 2023, with early achievements including a new pay structure (Bands 1 – 5); a new governance framework for ED&I which has seen the university awarded Silver in the Armed Forces Covenant and success PR Moment awards in April 2023 winning the award for the best Diversity and Inclusion campaign.

The emoluments of the Vice-Chancellor in post at the 31 July 2023 are as follows:

	Current Year (31 July 2023)	Previous Year (relates to outgoing VC who left August 2022)
Salary	£216,000	£252,000
Performance related pay	£0	£0
Benefits	£0	£0
Subtotal	£216,000	£252,000
Pension costs	£45,000	£53,000
Total	£261,000	£305,000

The Vice-Chancellor's basic salary is 6.4¹ times the median pay of all University staff.

¹ This is calculated using the UCEA Pay Multiples in Higher Education Guidance



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Severance payments (payments made to employees on the termination of employment)

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External appointments and expenses

University employees have a responsibility to respect and promote the financial and other interests of the University, with due regard to academic freedom. There is a general duty on all members of staff and lay members of the University to disclose at the earliest possible stage any financial or other interest they may have in any transaction, or proposed transaction, between the University and a third party. The University's Register of Interests is available upon request.

The University operates a single expenses policy which applies to all employees including the Vice-Chancellor and members of the University Leadership Team. Details of the scheme are included in the University's Financial Regulations which are available upon request.