



# UNIVERSITY OF HULL

## Senior Staff Remuneration and Severance Annual Report (covering the period 1 August 2021 to 31 July 2022)

### 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 of 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 2,100 people and has a turnover of c.£197m. 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 over 14,250 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 October. Details of the meetings, including the dates of meetings, members' attendance and minutes are published on the University's website.

### 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



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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 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 led a major, holistic programme of transformation focussed on regaining financial stability and sustainability and improving the University's performance. This has seen the University rise dramatically in the league tables year on year for the past three years, deliver above-sector student satisfaction in undergraduate and postgraduate student experience, and play a strong role in the region as well as achieving an enhanced reputation and profile nationally and internationally.

The impact of the University's research has continued to gain recognition, most recently with experts in low-carbon energy, flood resilience and sustainability presenting at the global COP26 climate summit. At a national level, the University's research is improving health outcomes and addressing inequalities by enabling earlier detection of cancer, dementia and heart disease.

The delivery of the University's Strategy 2030 has continued this past year with significant successful outcomes including improved staff and student engagement linking to strategic themes concerning People, Place and Partnership working, the returned growth of the overall student population, increased international student recruitment supported by improved reputation and reach, a growth in PGT (post-graduate taught) headcount, carbon emissions reduced against baseline, improved REF2021 position, increased proportion of world-leading research, and above sector average student satisfaction results.

The emoluments of the Vice-Chancellor in post in the period August 2021 to July 2022 were as follows:

	<b>Current Year (1 August 2021 – 31 July 2022)</b>	<b>Previous Year</b>
<b>Salary</b>	<b>£252,000</b>	<b>£229,000</b>
<b>Performance related pay</b>	<b>£0</b>	<b>£0</b>
<b>Benefits</b>	<b>£0</b>	<b>£0</b>
<b>Subtotal</b>	<b>£252,000</b>	<b>£229,000</b>
<b>Pension costs</b>	<b>£53,000</b>	<b>£48,000</b>
<b>Total</b>	<b>£305,000</b>	<b>£277,000</b>

The Vice-Chancellor's basic salary is 6.9<sup>1</sup> times the median pay of all University staff.

<sup>1</sup> This is calculated using the UCEA Pay Multiples in Higher Education Guidance



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

Remuneration Committee makes decisions affecting the emoluments (including severance payments) of members of the University Leadership Team. Its role also covers the oversight and monitoring of the remuneration and severance payments made to other senior staff earning over £100,000 per annum. A severance payment in the latter category (other senior staff) was made in the period, the amount of which cannot be disclosed without breaching the legal terms of agreement.

### **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.