

## Annual Statement 2017/2018: Remuneration Committee

### Introduction

At its annual meeting in October 2018, the Remuneration Committee formally accepted new Terms of Reference, approved at a University Council meeting in June 2018. The Committee also confirmed its adoption of the principles of the Committee of University Chairs (CUC) 'Higher Education Senior Staff Remuneration Code, June 2018', regarding leadership and stewardship in relation to remuneration. The Remuneration Committee is now a fully-fledged Committee of Council; before September 2018 it was a sub-committee of the Finance & General Purposes Committee. All of these changes reflect the commitment of the Newman University Council to establish remuneration in light of internal and external drivers, market position and other socio-economic factors.

The Remuneration Committee is chaired by Stephen Kenny, a member of Council and Chair of the Finance and General Purposes Committee. This statement summarises the conclusions of the Committee in 2018.

### Financial Accounts 2017/18 (Year Ending 31 July 2018): The Accounts Direction (OfS 2018:26)

The pay multiple values published in the Annual Report and Financial Statements are calculated in accordance with the OfS requirements for pay multiples as set out in the OfS Accounts Direction each year.

The pay ratio between the Vice-Chancellor's basic annual gross salary and the median pay of staff is 5:1. The Vice Chancellor was awarded a 1.7% increase in his annual basic salary for 2017/18; this was in line with the 1.7% uplift paid to staff in respect of the national cost of living award in 2017/18. The Vice-Chancellor's total remuneration salary is 5 times the median total remuneration of staff.

	Basic Pay 2017/8	Total Emoluments 2017/8
Vice Chancellor	£164,754	£191,905
Pay Ratio: VC and Median Pay for Staff	5:1	5:1

The Vice Chancellor's total salary comprises his basic annual gross salary and employer's pension contribution. In the financial year ending 31 July 2018 no bonus or severance consideration, market supplement, salary sacrifice or allowances (paid or deferred) was made. The Vice-Chancellor's basic salary remains in the bottom quartile of the heads of institution with in the higher education sector when measured against sector benchmarks (based on 2016/17 data), including the Cathedrals Group of which Newman University is a member.

The Vice Chancellor rents a house from the University with 4 years remaining on the tenancy agreement. The rent is set on an arm's length basis, at full market value. The rent charged in 2017/18 was £10,292 including utilities.

During the year the Vice Chancellor was reimbursed for expenditures of £3,214.69 relating to travel and subsistence. These were fully compliant with University policies for staff travel and were subject to controls applicable to all staff.