

Annual Statement 2019/20: Remuneration Committee

The Remuneration Committee, under a constitutional delegation from the University Council, determines the remuneration and conditions of service for the Vice-Chancellor and the senior staff in accordance with the revised Terms of Reference for the Remuneration Committee which were approved at the Council meeting in June 2018. The Terms of Reference incorporate the principles of the Committee of University Chairs (CUC) 'The Higher Education Senior Staff Remuneration Code' June 2018.

The Remuneration Committee is chaired by Mr Stephen Kenny, member of Council and Chair of the Finance and General Purposes Committee. This statement summarises the conclusions of the Committee in 2020.

The pay multiple values published in the annual Report and Financial Statements 2019-20 (Year Ending 31 July 2020) are calculated in accordance with the Office for Students (OfS) requirements for pay multiples as set out in the OfS Accounts Direction (OfS 2019:43) each year.

In February 2019, the former Vice Chancellor tendered his resignation effective 30th September 2019. On 3rd April 2019 the Deputy Vice Chancellor was appointed Acting Vice Chancellor at the same level of remuneration as the Vice Chancellor, performing the full range of duties expected of the Vice Chancellor, and was appointed the Interim Accountable Officer with the OfS. On 1st March 2020, a new Vice Chancellor was appointed.

The Acting Vice-Chancellor was awarded a 1.8% increase in his annual basic salary for 2019/20; this was in line with the 1.8% uplift paid to staff in respect of the national cost of living award in 2019/20.

The Vice-Chancellor's basic salary is 5.42 times the median pay of staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by Newman University to its staff. The Vice-Chancellor's total remuneration salary is 5.66 times the median total remuneration of staff, where the median remuneration is calculated on a full-time equivalent basis for the total remuneration paid by Newman University to its staff. The change in ratios from 2018/19 to 2019/20 has been minimal.

The Vice-Chancellor's remuneration comprises her basic salary and employer's pension contribution. In the financial year ending 31 July 2020, no bonus or severance, market supplements, salary sacrifice or allowances (paid or deferred) were made. The Vice-Chancellor's basic salary remains in the bottom quartile of the heads of institution within the Higher Education sector when measured against sector benchmarks (based on 2017/18 data), including that of the Cathedrals Group of which Newman is a member. Benchmark data is primarily taken from the University and Colleges Employers Association (UCEA) Senior Staff Remuneration Survey 2019 (published March 2020) for senior staff. The UCEA Survey enables the Remuneration Committee to consider comparators in relation to level, role, mission group and geographic region.

The Council appointed senior staff (formerly referred to as senior post-holders) within the remit of the Remuneration Committee comprise the Vice-Chancellor (and Acting Vice-Chancellor), Deputy Vice-Chancellor, Chief Financial Officer and the Registrar & University secretary.

The University requires all employees, including senior post-holders, to abide by their contractual terms governing exclusivity of service to the University and declaration of interests. These terms provide that the Vice-Chancellor (and the Acting Vice-Chancellor until 29 February 2020) and other senior post-holders shall not, except with the prior sanction of the Chair of Council (for the Vice-Chancellor and Acting Vice-Chancellor) and the Vice-Chancellor (for all other posts), be directly or indirectly employed, engaged, concerned or interested in any other undertaking or business. If permitted by the Chair of the Council or the Vice-Chancellor to be directly or indirectly employed, engaged, concerned or interested in any undertakings or business, they must in no way act so as to bind the University or to damage its interest or reputation.

The University operates a single expense scheme. All expenses paid to the Vice-Chancellor are in furtherance of the business of the University and comply with the University's Expenses Policy and the Gifts and Hospitality Policy.

Remuneration of higher paid staff, excluding pension contributions (excluding the Vice-Chancellor and Acting Vice-Chancellor)

Basic Salary per Annum	No of employees 2020	No of employees 2019
£100,000 - £104,999	1	1
£105,000 - £109,999	-	-
£110,000 - £114,999	-	-
£115,000 - £119,999	1	-