

## **Annual Statement 2020/21: 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 staff appointed by Council (the senior staff) in accordance with the Committee's Terms of Reference which Council approved in June 2018. The Terms of Reference incorporate the principles of 'The Higher Education Senior Staff Remuneration Code' issued by the Committee of University Chairs in June 2018. The senior staff within the remit of the Remuneration Committee are the Vice-Chancellor, Deputy Vice-Chancellor, Chief Financial Officer and the Registrar & University Secretary.

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 2020/21.

The pay multiple values published in the Annual Report and Financial Statements 2020-21 (Year Ending 31 July 2021) 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).

On 1<sup>st</sup> March 2020, the newly appointed Vice-Chancellor commenced employment, following a period in which the Deputy Vice-Chancellor had been Acting Vice-Chancellor (from 3<sup>rd</sup> April 2019 to 28<sup>th</sup> February 2020) and therefore Interim Accountable Officer with the OfS.

The Vice-Chancellor's basic salary is 5.12 times the median pay of staff, where the median pay is calculated on a full-time equivalent basis. The Vice-Chancellor's total remuneration is 5.33 times the median total remuneration of staff, where the median remuneration is calculated on a full-time equivalent basis. The change in ratios from 2019-20 to 2021-21 has been minimal.

The Vice-Chancellor's remuneration comprises her basic salary and employer's pension contribution. In the financial year ending 31 July 2021, 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 UK higher education sector when measured against multiple 2018/19 sector benchmarks, 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 2020, published March 2021. The UCEA Survey enables the Remuneration Committee to consider comparators in relation to level, role, mission group and geographic region.

The University requires all employees, including senior staff, 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 other senior staff shall not, except with the prior sanction of the Chair of Council (for the 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 2021	No of employees 2020
£100,000 - £104,999	1	1
£105,000 - £109,999	-	-
£110,000 - £114,999	-	-
£115,000 - £119,999	1	-