

Annual Statement 2021/22: 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 2021/22.

The pay multiple values published in the annual Report and Financial Statements 2021/22 (Year Ending 31 July 2022) 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.

The Vice-Chancellor's basic salary is 5.1 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 5.3 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. There is no change in ratios from 2021/21 to 2021/22.

The Vice-Chancellor's remuneration comprises her basic salary and employer's pension contribution. In the financial year ending 31 July 2022, the Vice-Chancellor received a performance bonus relating to 2020/21 but no severance, market supplements, salary sacrifice or allowances (paid or deferred) were made. The Vice-Chancellor's basic salary remains in the lower quartile of the heads of institution within the Higher Education sector when measured against sector benchmarks (based on 2019/20 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 2021 (published March 2022) 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, Deputy Vice-Chancellor, Chief Financial Officer, Registrar & University Secretary and the Pro Vice-Chancellor-Students appointed in February 2022.

The University requires all employees, including senior managers, 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)

Basic Salary per Annum	No of employees 2022	No of employees 2021
£100,000 - £104,999	-	1
£105,000 - £109,999	1	-
£110,000 - £114,999	-	-
£115,000 - £119,999	1	1