

# STAFFORDSHIRE UNIVERSITY BOARD OF GOVERNORS

TITLE OF PAPER	<i>Annual Statement of Senior Postholders' Remuneration 2023-24</i>
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## 1.0 Introduction

The Committee of University Chairs (CUC) Higher Education Senior Staff Remuneration Code requires the Remuneration Committee to produce an 'Annual Statement of Senior Postholders Remuneration' to the Board of Governors on an annual basis.

This report is designed to provide sufficient assurance to the Board of Governors that the Remuneration Committee has effectively discharged its responsibilities.

## 2.0 Background

Higher Education Institutions (HEIs) have a major impact on the economy of the UK. HEIs make a valuable contribution to the social and cultural life of their communities. UK HEIs provide cost-effective, world-renowned research and have many global institutions and companies as partners. They act as vital anchor institutions in their regions, working alongside public sector and commercial organisations in driving productivity and creating a sense of place. HEIs are also global businesses.

UK HEIs are large and complex organisations: the sector is diverse. All of this is delivered within an increasingly competitive environment both nationally and internationally, where student demand for places both at subject and institutional level is increasingly volatile. HEIs face constant challenges and increasing competition, to which they continue to respond by enhancing their presence and reputation internationally, nationally and locally, while at the same time maintaining and improving the learning and teaching they offer and the research they undertake.

With this agenda, it is vital that they should attract, recruit and retain the best possible staff. The risk of not securing the very best academic and professional leadership for institutions is an important consideration for the Board of Governors. In this context, it is important that any decisions on levels of remuneration must balance the need to demonstrate effective use of stakeholder funds with the need to recruit, retain and fairly reward those staff. Although not in the public sector, HEIs receive a significant amount of investment from taxpayers, students and other stakeholders and accordingly need to demonstrate to those that provide financial support that decisions made in respect of remuneration are evidence-based, proportionate and necessary to enable the HEI to continue to deliver effective outcomes in a competitive environment.

## 3.0 Remuneration Committee

The [Terms of Reference for the Remuneration Committee](#) are available to view online. These are reviewed annually and were last approved at the meeting held on 10 October 2024, as part of this annual review cycle.

The following members of the Board of Governors have served on the Remuneration Committee during the 2023-2024 academic year:

- Chair of the Remuneration Committee: Jonathan Chapman (Deputy Chair of the Board)
- Members of the Remuneration Committee: Colin Hughes (Chair of the Board) and Juliet Oosthuysen (Chair of Strategy & Performance Committee)

During the academic year 2023-2024, the Remuneration Committee did not employ additional services of any consultants to advise on remuneration considerations. Prior to September 2018 the Vice Chancellor was a Member of the Remuneration Committee. Since this date, the Vice Chancellor has been removed as a Member of the Committee and is now deemed as "in attendance" for specific agenda items. It should be noted that the Vice Chancellor has not been present for consideration of his own salary at Remuneration Committee, irrespective of the membership status. This continues to be the case.

The Remuneration Committee met on the following occasions during 2023-2024:

- 13 October 2023

- 09 May 2024

As at the date of this report, the Remuneration Committee had met once during the 2024-25 academic year, on 10 October 2024. Minutes of the Remuneration Committee are classed as confidential and are not available publicly. This report however provides an overview of decisions made on Senior Postholders' remuneration for the academic year.

#### **4.0 The Approach to Remuneration Committee Deliberations on Senior Staff Remuneration**

The Remuneration Committee has considered the remuneration of the following postholders:

- Vice Chancellor and Chief Executive
- Deputy Vice Chancellor (left 16.04.24)
- Chief Financial Officer & Deputy Chief Executive
- Chief Operating Officer
- Pro Vice Chancellor – Academic
- Pro Vice Chancellor – Digital Transformation

Remuneration deliberations are made in the context of the Remuneration of Senior Postholders Policy approved by the Remuneration Committee on 03 September 2018 and last reviewed on 13 October 2023. The [full policy is available on the University website](#).

#### **5.0 Annual Review of the Salary for the Roles**

##### ***5.1 Vice Chancellor and Chief Executive***

##### ***5.1.1 Background to the Remuneration Committees Discussions on Vice Chancellor's Pay***

To retain staff, the Remuneration Committee consider the market position of the Vice Chancellor and Chief Executive's role, reviewing this against comparator institutions/organisations. The choice of these comparators is linked to institutional strategy. The comparators are as follows:

- Birmingham City University
- University of Derby
- Wolverhampton University
- UCLAN
- Huddersfield University
- Liverpool John Moores
- Coventry
- Keele
- Leicester De Montfort
- Sunderland

For these purposes the Remuneration Committee utilises the CUC Annual Survey of Vice Chancellors' Remuneration.

In addition to this, the Remuneration Committee also use the University and Colleges Employers Association (UCEA) Annual Survey of Senior Postholders.

The University complies with the accounts direction provided by the Office for Students.

##### ***5.1.2 Vice Chancellor Comparator Information***

The Remuneration Committee considers the market position of the Vice Chancellor and Chief Executive's role, reviewing against comparator institutions. For 2023-2024, the Vice Chancellor's total pay is currently below the median of the UCEA Remuneration Survey (2023). The Vice Chancellor's salary is currently below all of the comparator institutions used in the CUC 2023-2024 Survey, although it should be noted that the comparator institutions record a higher turnover.

##### ***5.1.3 Vice Chancellor Pay Multiples***

The pay multiple of the Vice Chancellor and the median earnings of the institution's whole workforce, illustrating how that multiple has changed over time is shown below. To assist with consistency and comparison, the definition for the multiple is based on the methodology used by the Office for Students:

<b>Median basic pay ratio (OfS Methodology)</b>	<b>Staffordshire University</b>	<b>Sector Overall</b>	<b>Post 92 Part of the Sector</b>
2018-2019	6.5	7.0	6.6
2019-2020	6.6	7.0	6.9
2020-2021	6.6	6.8	6.6
2021-2022	5.8	6.9	6.8
2022-2023	6.0	6.9	6.7
2023-2024	<i>Available summer 2025</i>		

<b>Median total remuneration ratio (OfS methodology)</b>	<b>Staffordshire University</b>	<b>Sector Overall</b>	<b>Post 92 Part of the Sector</b>
2018-2019	7.3	7.3	7.0
2019-2020	6.7	7.2	7.0
2020-2021	6.7	7.2	7.0
2021-2022	5.8	7.3	7.1
2022-2023	6.0	7.3	7.0
2023-2024	<i>Available summer 2025</i>		

#### **5.1.4 Performance of the University and the Contribution of the Vice Chancellor**

The Remuneration Committee also considers the performance of the institution when reviewing the remuneration of the Vice Chancellor and Chief Executive. During the academic year 2023-2024 the focus has been upon the delivering in the following areas:

- Delivered a strong financial performance, with the draft management accounts for the year ended 31 July 2024, subject to final approval by the Board of Governors (as the financial statements) and external audit. The University experienced a reduction in income from £168.2m in 2022-23 to £163.1m in 2023-24 (a reduction of 3%) and consequently had to rebalance the expenditure of the University in order to deliver the approved budgeted operating surplus before exceptional items of 3.6%. The draft management accounts show an operating surplus before exceptional items of 5.0%, and after exceptional items of £2.9%.
- Delivered a programme of targeted reductions in academic staffing expenditure, management and professional support services in order to deliver the financial performance, whilst retaining service delivery, in year.
- Undertook the detailed planning and development of the business case to reconfigure all professional support services within the University, to align resources to the strategic priorities of the university, whilst generating efficiencies in their design. This will be implemented in the next academic year.
- Approved the c£130m Student Village capital expenditure project, in conjunction with private investors, to upgrade some current housing stock and build new modern student residencies, that meets the needs of our students now and in the future.
- Strengthening local, regional and national connections and partnerships to support the delivery of the 'Catalyst for Change' Strategic Plan.

During the 2023-2024 academic year, the University has secured the following achievements:

- The University has ranked 1st in the UK and 5th in Europe by GAMEducation which recognises schools with the highest employability, and the top student portfolios in video games education. 14 graduates have also earned the accolade of Graduate of the Year or Post-Graduate of the Year by TIGA, the trade associate representing the UK's video games industry.

- The University claimed a silver at the Heist Awards which recognises excellence and innovation in education marketing. The vodcast, now in its third series, is a unique collaboration between Marketing and Communications, Games department and Technical Services teams.
- The University won the Best Educational Institution award at the inaugural Institute of Biomedical Science Awards held in London in June. This award recognises Staffordshire University's sector-leading approach to educating the scientific workforce of tomorrow and supporting the development, innovation and leadership of NHS scientists.
- GradEX held in June, involved more than 500 students from a diverse range of subject areas showcased their final year projects to potential employers. GradEX has also expanded its reach through an online portal which has been available to view throughout the summer.
- Major Levison Wood FRSA FRGS FRSGS, VR was officially installed as the fourth Chancellor in the University's history at a ceremony held at the University's Catalyst building to mark Staffordshire Day.
- The University won the prestigious category at the Student Nursing Times Awards 2024 in recognition of its BSc (Hons) Nursing Practice (Child) course. Students and staff at Staffordshire University were also shortlisted for Student Nurse of the Year: Children, Student Innovation in Practice and Nursing Associate Programme of the Year.
- In January the University secured more than £974,000 from a £12 million government funding pot to enable the next phase of apprenticeship development.
- The University is one of the largest providers of degree apprenticeships in the country and in February it scooped a national award for its police apprenticeships at the Annual Apprenticeships Conference. It was announced overall winner in Protective Services Apprenticeships Provider of the Year category for its work with Staffordshire Police, Warwickshire Police and West Mercia Police on the delivery of the Police Constable Degree Apprenticeship (PCDA).
- The People & Planet ranks UK universities for environmental and ethical performance. Our University was categorised as a 2:1 class university, placing it 54th out of 150 institutions, in recognition of its commitment to sustainability.

The University has experienced mixed fortunes in the main university league tables. The current league table positions are: Guardian University Guide – 58th place; Complete University Guide – 97th place; and The Times/Sunday Times Good University Guide – 101st place. The new Daily Mail survey placed the University at 66<sup>th</sup> place.

## **5.2 All Other Senior Postholders**

To retain staff, the Remuneration Committee consider the market position of senior postholder's roles, reviewing this against comparator institutions/organisations. For these purposes the Remuneration Committee utilises the UCEA Annual Survey of Senior Postholders.

The deliberations and outcomes of the Remuneration Committee are in accordance with the Remuneration of Senior Postholders Policy.

## **6.0 Additional Benefits**

In addition to the base pay for the role, the Vice Chancellor and Senior Postholders also receive the following benefits:

- Increased death in service payment of 1 x salary
- Private medical provision for the role holder

Together with other contractual benefits such as annual leave, sickness payments and notice period. These have not changed during this academic year.

## **7.0 Additional External Income**

It is important for institutions that Senior Postholders represent the University on various bodies and boards and carry out academic and civic responsibilities at other organisations, e.g. non-executive director roles. The University's position on such income is outlined in the Remuneration of Senior Postholders Policy.

## **8.0 Expenses**

Within the Financial Regulations are the detailed guidance for the claiming of expenses incurred with fulfilling the requirements of the role. The authorisation of such expenses is as follows:

- Vice Chancellor to be authorised by the Chair of the Board of Governors
- Other Senior Postholders authorised by the Vice Chancellor

The Remuneration Committee, at its autumn meeting, reviewed the expenses claimed by Senior Postholders and were satisfied that these were at an appropriate level for the conduct of University business.

## **10.0 Severance Payments**

There were no severance payments made to Senior Postholders during this academic year.

## **11.0 Staff Not Within the Remit of the Remuneration Committee**

Staff who are not covered by the remit of the Remuneration Committee have their annual pay uplift determined through the national JNCHES Negotiating Committee, comprised of the seven recognised trade unions within the Higher Education sector and UCEA, representing the Universities as employers. UCEA failed to reach an agreement with UCU & UNISON for the 2023 pay award. As a result, UCEA instructed Universities to pay a 5% pay award increase from 1 August 2023. However, they also announced that due to the rising costs associated with the cost of living crisis and recognising the need to commit to doing something sooner, Universities were instructed to pay 2% of this pay award from 1 February 2023, with the remaining 3% to be paid from 1 August 2023.

The University is currently considering its position with regard to the annual pay award, with effect from 1<sup>st</sup> August 2024. On 3 July 2024 UCEA made a full and final offer for 2024-25, equivalent to an overall sectoral pay bill uplift of 2.5% to be implemented in two phases during the 2024-25 academic year. The pay uplift is weighted towards the lower end of the pay spine.

In addition to the usual Cost of Living pay award, all other staff are employed within grades, which have incremental progression to the maximum of the scale, subject to satisfactory performance within the role. Individual roles are placed within the correct grade using the HERA factor-based job evaluation scheme. The full range of contractual benefits for staff are available on the University's website.

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*Statement approved by the Remuneration Committee on 10 October 2024 and by the Board of Governors on 26 November 2024*