

Annual Pay Policy Statement 2020/21

This pay policy is prepared in light of the recommendations from Welsh Government relating to the transparency of senior remuneration in the Welsh Public Sector.

Definitions

Senior Posts, for the purposes of the annual pay policy statement these are defined as members of the University's Executive.

Lowest Paid Employees, for the purposes of the annual pay policy statement these are defined as those on Spine Point 3, Grade 1 of the HERA Pay Scale.

These definitions have been adopted as they are fully reflective of the breadth of the employee population at the University.

In addition, as the University is an accredited Real Living Wage employer no employee is paid below the rate defined for Grade 3, scale point 7, set at £9.50 per hour as at 31st July 2021.

The ratio

Based on these definitions the ratio of average Senior Post remuneration to the Lowest Paid Employees is **1:6.69**. This compares with last year's ratio of 1:7.06.

Demonstrable evidence of affordability and value for money:

The number of senior posts with a remuneration package of more than £100,000, based on basic pay plus any allowance for additional responsibility at 31st July 2021:

	Number of senior posts
£100,000-£104,999	4
£105,000-£109,999	1
£110,000-£114,999	0
£115,000-£119,999	1
£135,000-£139,999	1
£230,000-£234,999	1

Performance Management

The body's approach to internal talent management: all staff within the University, regardless of salary, undertake an Effective Contribution scheme performance review annually, which is then used to inform career development plans, training needs and potential applications for performance related pay (for grade 10). In addition, we offer a variety of networks and leadership development and mentoring schemes to support career development and progression.

Performance related pay

The University has a performance related pay scheme, Individual Contribution Award (ICA) for Grades 1-9 and Individual Contribution Award (Progression Increment) for Grade 10 which is being launched on 21

October 2021. This scheme replaces the Accelerated Increments and Contribution Points (AICP) scheme and has been agreed in September 2021 with recognised trade unions.

Support for staff

The primary approach to providing **support for lower paid staff** is that the University started to pay the Real Living Wage in April 2018 and became an accredited Real Living Wage employer in October 2018. All staff within the University, regardless of salary, undertake an Effective Contribution scheme performance review annually, which is then used to inform career development plans, training needs and potential applications for performance related pay. All staff irrespective of grade can apply for the new ICA scheme for excellent performance referred to above.

Rates of pay

The **highest pay point** is Point 9 on the Grade 10 Scale, (<https://www.aber.ac.uk/en/hr/info-staff/all/salary-scales/>) which equates to £100,976 (as at 31 July 2021). A small number of senior posts are in receipt of spot salaries in excess of this amount. These salaries are based on relevant benchmarking data from within and outside of the HE sector. All new appointments to the Grade 10 Scale or spot salaries are reported annually to the University's Remuneration Committee.

The **lowest pay point** is Spinal Point 3 on the Single Pay Spine, (<https://www.aber.ac.uk/en/hr/info-staff/all/salary-scales/>), which equates to £16,736 (as at 31 July 2021). However, individuals on this spinal point in practice receive the prevailing Real Living Wage which is now £18,031.

Severance policies

The University has previously operated a Voluntary Severance Scheme which is now only open to staff who are at risk of redundancy as part of a business case. For staff who are leaving due to compulsory redundancy the University pays a Statutory Redundancy payment in line with the prevailing rates, (<https://www.gov.uk/calculate-your-redundancy-pay>).

The University complies with existing accounting practices and publishes a full annual remuneration report as part of its annual reporting processes.