

## Annual Statement on Senior Remuneration for the 2017–18 financial year

This report is published in accordance with the Committee of University Chairs’ (CUC) ‘Higher Education Senior Staff Remuneration Code’ (June 2018).

### Approach to Senior Remuneration during 2017–18

Between 22 June 2015 and 31 July 2018, the Committee had been delegated the authority by Council to agree matters relating to the remuneration of “the Vice-Chancellor, the Pro Vice-Chancellors, and other members of the University Executive Group” (being the Directors of Finance, Human Resources, and Planning; as per the composition of the University Executive at the time when the Committee’s terms of reference were last reviewed by Council).

The University recognises that it operates in a competitive environment and wishes to attract and retain the best staff possible. However, in taking any decisions relating to the remuneration of senior staff, the Remuneration Committee is required to be mindful of the affordability of those decisions and refer to benchmarking data for comparable Universities.

In this respect, benchmarking data was drawn from the annual Universities and Colleges Employer Association (UCEA) Senior Staff Remuneration Survey, and the annual CUC Vice-Chancellor Salary Survey.

The Vice-Chancellor, Pro Vice-Chancellors, the other members of the University Executive Group, automatically receive any ‘cost of living’ pay awards provided by the University to employees on the nationally-agreed single pay spine.

In common with all other employees, the University’s senior staff are required to participate in the institution’s Effective Contribution Scheme appraisal process. For the Vice-Chancellor, this annual appraisal is conducted by the Chair of Council. For other senior staff within the purview of the Remuneration Committee, this appraisal is conducted by their line manager (typically the Vice-Chancellor).

The outcomes of these appraisals are subsequently presented to the Remuneration Committee and form the basis of any recommendations to the Remuneration Committee with respect to any changes to the remuneration of the senior staff in question.

While the Remuneration Committee until 31 July 2018 could determine how to structure the remuneration and allowances of the senior staff within its purview, the remuneration of all such staff during the 2017–18 period solely comprised of a basic salary with no provision for any performance-related bonuses or honoraria.

### Emoluments of the Vice-Chancellor

The emoluments of the Vice-Chancellor for the 2017–18 academic year, compared against the emoluments for the previous year, were as follows (with figures rounded to the nearest £1,000 in line with how they are reported in the University’s Financial Statements):

	2017–18	2016–17 <sup>1</sup>
Salary	£224,000	£73,000
Performance-related pay	£0	£0

<sup>1</sup> For the period 03 April to 31 July 2017.

Benefits <sup>2</sup>	£1,000	£0
<b>Sub-total</b>	<b>£225,000</b>	<b>£73,000</b>
Pension costs	£5,000	£2,000
<b>Total</b>	<b>£230,000</b>	<b>£75,000</b>

For the period 2017–18, the pay multiple of the Vice-Chancellor’s earnings (£225,000) against the median earnings of all staff (full-time equivalent staff, excluding Aber Workers and Relief staff: £32,090) was 1:7.

The Vice-Chancellor may undertake outside work with other parties outside the University, including Directorships or Board memberships, with the written permission of the Chair. The retention of any income generated from external bodies is agreed on a case-by-case basis. The Vice-Chancellor does not receive any additional income from the external bodies on which she serves.

In common with all other employees, the Vice-Chancellor is entitled to claim reimbursement of out-of-pocket expenditure in accordance with the University’s approved Financial and Travel procedures. All such claims by the Vice-Chancellor are subject to the approval of the Chair of Council.

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<sup>2</sup> Taxable benefits in kind relating to accommodation at Plas Penglais, where the Vice-Chancellor is required to reside.