

Annual Pay Policy Statement 2023/24

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 6, set at £12.00 per hour as at 31st July 2024.

The ratio

Based on these definitions the ratio of average Senior Post remuneration to the Lowest Paid Employees is **1:5.51**. This is a reduction from last year's ratio of 1:6.32.

Demonstrable evidence of affordability and value for money:

The number of senior posts with a salary of more than £100,000, this is based on basic pay plus any allowance for additional responsibility at 31st July 2024:

	Number of senior posts
£100,000-£104,999	0
£105,000-£109,999	0
£110,000-£114,999	2
£115,000-£119,999	1
£120,000-£124,999	0
£125,000-£129,999	2
£130,000-£134,999	1
£230,000-£234,999	1

The total number of senior posts with a remuneration package more than £100,000 is 7 posts, which is a decrease from last year's total of 8 posts. The total salaries, including additional responsibilities, have increased by 5%, resulting in none being included in the lower bracket of £100,000 to £104,999.

Performance Management

The body's approach to internal talent management: all staff within the University, regardless of salary, undertake an Effective Contribution Scheme (ECS) performance review annually, which is then used to inform career development plans, training needs and potential applications for performance related pay. 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. Note that the scheme has not run in this period.

Support for staff

The approach to providing **support for lower paid staff**; 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, should discuss development and support needs in the ECS process. These discussions inform career development plans, training needs and potential applications for performance related pay.

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/>) this equates to £110,844 (as at 31 July 2024). Some senior posts are in receipt of spot salaries in excess of this amount, these salaries are set based on relevant benchmarking data from within and outside of the HE sector. All 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/>), this equates to £20,948 (as at 31 July 2024). However, individuals on this spinal point actually receive the prevailing Real Living Wage which is now £22,776.

Severance policies

The University seeks to mitigate compulsory redundancies, it has previously operated a Voluntary Redundancy Scheme which is offered to staff who are at risk of redundancy as part of a restructure.

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

Conclusion

The Committee is asked to approve this report for forwarding to Council.