

HARPER ADAMS UNIVERSITY

Remuneration Committee

Annual Report to the Governin

- c) its choice of comparator institutions/organisations
 - d) its policy on income derived from external activities
 - e) the pay multiple of the HOI (Head of Institution) and the median earnings of the whole
- significantly above average, an explanation of why
- d) an explanation of any significant changes

The Remuneration Policy Statement published at <https://www.harper->

- ii) Whether a performance payment should be made as a one-off performance award in which case payment can be made as a lump-

exceptional contributions that each member had made to the institution, individually and collectively. Accordingly, the Committee agreed a small non-consolidated pay award alongside any uplift made with respect to any national pay award that might be agreed.

The Committee agreed in 2017/18, 2018/19, 2019/20 and 2020/21 that a payment would be made to the Vice-Chancellor in lieu of pension contributions with the Policy. Details can be found in the Annual Report and Financial Statements. No payments were agreed for 2021/22 as the current Vice-Chancellor is retiring at the end of the 2020/21 financial year and the incoming Vice-Chancellor will not be paid in lieu of pension contributions.

In accordance with the CUC HE Senior Staff Remuneration Code, the University has utilised pay multiple data provided by UCEA as set out below. (NB the pay multiple values published in the Annual Report and Financial Statements are calculated in accordance with the OfS requirements for pay multiples as set out in the OfS Accounts Direction each year).

The pay multiple value of the Vice-Chancellor			are set out below:		
Year	UCEA/CUC methodology (ratio compared to the median all staff)	UCEA/CUC methodology (ratio compared to the median all academic staff))	UCEA/CUC methodology (ratio of UK median VC pay compared to UK median for academic staff)	OfS methodology for VC Pay Multiple required for the Annual Report and Financial Statements (basic pay)	OfS methodology for VC Pay Multiple required for the Annual Report and Financial Statements (total remuneration)

The University does not have a staff bonus scheme that measures individual performance. The KPIs for the

The Board considers whether or not the Staff Bonus criteria have been met on an annual basis.

The Board approves and the University publishes an Institutional Monitoring Statement setting out a summary of progress made against key objectives. The IMS is available at:

<https://www.harper-adams.ac.uk/general/governance/publication-scheme.cfm>.

Vice-

Emoluments of the VC	2020/21	2019/20	2018-19	2017-18
Salary	£195,707	£195,707		

<https://www.harper-adams.ac.uk/general/governance/publication-scheme.cfm>

The Finance Department provides details to the Remuneration Committee of the expenses claimed by each member of senior staff.

The Vice-

<https://www.harper-adams.ac.uk/general/governance/publication-scheme.cfm>

The total expenses claimed by all senior staff in 2019/20 (the last complete financial year for which data is available) was £7,614.17.

Effectiveness of Remuneration Committee:

The Board is invited each year to comment on its view of the effectiveness of the Remuneration Committee.

The Committee also conducted a review of its effectiveness as part of its meeting held in June 2021 and concluded that the Committee continued to work effectively. Feedback from the questionnaires confirmed that members continue to agree that the Committee effectively and efficiently.

The Board completed its review at its July 2021 meeting and agreed with the conclusions of the Remuneration Committee.

Mrs K Baker
Deputy University Secretary
August 2021