

Annual Report of Remuneration Committee June 2023

Introduction

The Board of Governors has established a Remuneration Committee which acts on behalf of the Board to review the remuneration of senior staff on an annual basis. The current senior post holders at Harper Adams University are the Vice-Chancellor, the Deputy Vice-Chancellor, the Chief Financial Officer, the University Secretary, the Chief Global Impact Officer, the Chief Operating Officer and the PVC Education and Students. The Committee's terms of reference also ,1Chi2 (e)-12.i</MCID.8 (Tnan3D2b.h(mm)-12.4m

- d) significantly above average, an explanation of why
an explanation of any significant changes

The Remuneration Policy Statement published at <https://www.harper-adams.ac.uk/general/governance/publication-scheme.cfm> includes further information on the background information referred to above.

Where OfS, as stated in the Annual Accounts Direction, require further information to be included in addition to the above elements, this information will also be included in the Annual Statement.

In making decisions about the remuneration of senior staff on appointment and during their employment at the University, the Board has taken into account the need to recruit, retain and reward the best possible staff to deliver the strategic objectives of the University. Any decision to review remuneration above the national pay award is subject to

					(total remuneration)
2016/17	5.33	3.1	5.7	n/a	n/a
2017/18	6.51	3.8	5.8	5.96	5.95
2018/19	6.48	3.8	5.6	5.79	5.47
2019/20	6.48	3.8	5.7	5.53	5.48
2020/21	-	4.4	5.5	5.00	4.79
2021/22					

Benefits	£1,130 (medical insurance)	£1,130 (medical insurance)	£5,637 (medical insurance)	£6,000 (medical insurance)	£6,000 (medical insurance)
Accommodation	n/a	n/a	£2934 (up to 31.03.2021)	£4,000	£4,000
Subtotal	£242,768	£231,130	£204,278	£205,707	£202,000
Pension costs (employer contributions)	£23,879	£16,100	NIL	NIL	Nil
Pay in Lieu of Employer's Pension Costs	n/a	n/a	£21,116	£18,324	£18,000
Total	£266,647	£247,230 (NB part year pension contributions)	£225,394	£224,031	£220,000

Note: the OfS Accounts Direction changed the way from 2018 that Vice-Chancellor's pay and benefits are to be presented. Non-taxable benefits are also be included for example. For full details of the Vice-Chancellors pay please see the Annual Report and Financial Statements published at <https://www.harper-adams.ac.uk/general/governance/facts-and-figures.cfm>

The Committee also conducted a review of its effectiveness further to its meeting held in July 2023 and concluded that the Committee continued to work effectively. Feedback from the questionnaires confirmed that members continue to agree that the Committee's processes and procedures work effectively and efficiently. The Committee also agreed to monitor the effectiveness of the new procedures for senior staff pay reviews in light of the new CUC HR Remuneration Code and refreshed procedures and documents.

The Board completed its review at its July 2023 meeting and concluded that it was content with the work of the Committee during the year and had no issues it wished to raise save that increased diversity in the membership of the Committee would be beneficial when possible.

Mrs K Baker
Deputy University Secretary
July 2023