

- ii) that each member of the SMT had made particular contributions over and above business as usual in 2020/21;
- iii) that the finance team had faced particular challenges in relation to Covid-19 impact and the budgetary and IT responses required for the same. That absences within the finance and IT teams had also put additional pressures on performance during that time but the team had been led and navigated exceptionally well through the challenges by the CFO;
- iv) that the operational requirements for responding to the Covid-19 pandemic had been led exceptionally well by the University Secretary and that each of the new members of the team had really hit the ground running, taking on board the needs of the organisation and tackling difficult issues such as Respect (Director of Academic Services and Registrar), the review of the farm and how it works with the animals unit and development of key strategic partnerships with the NFU and Morrisons (Deputy Vice Chancellor) and the repositioning of the communications team and focus on getting student recruitment on track (Director of Marketing and Communications);
- v) that since the departure of Andy Jones, the activities and responsibilities which he had previously undertaken/had, had been redistributed to the rest of the SMT therefore leading to a smaller team doing more;
- vi) that the University had again done very well in the University Guide appearing in the top 30 universities and had achieved top Modern University a further time. It had also achieved a place back in the world university rankings in the QS World University Guide
- vii) that whilst not all members of the team had been in place for the entirety of the previous year, the team ethic and extent of contribution from each supported a position that any award made should be made equally to all members of the SMT. This would also ensure that any award did not have a divisive or demoralising effect given the huge efforts made by all;
- viii) that no members of the SMT had requested an award but that given the outstanding performance of the team, the Committee did not need to be bound by the lack of request for any pay award. That if any award was made, each member would be able to accept or not any such award:
- ix) that 2021/22 would be the third consecutive year

- ii) that in recognition of the outstanding performance of the SMT managing the Covid-19 pandemic and the challenges posed by the effects of the external environment (financial, regulatory and the threats from competitors) and the commitment to go above and beyond during the previous year, that an award of a non-consolidated payment of £2000 each should be made to each member of the team; **PN/KB**
- iii) that any national pay award agreed by UCEA and the Unions for 2021/22 would be applied to all members of the senior management team as usual. **KB**
- iv) that whilst the Committee recognised the efforts of other senior members and junior members of staff at the University throughout the pandemic, that their remit was solely to consider remuneration for the SMT. **(N : 8)**

20/10 Annual Review of the Vice-Chancellor

- vi) information on the allowance paid in lieu of pension contributions to the Vice-Chancellor and the pension arrangements agreed for the incoming Vice Chancellor;
- vii) a copy of the Gender Pay Gap Report for March 2019, published in 2021;
- viii) information on the UCEA pay negotiations for 2021/22

Noted:

- i) that the national pay award for 2020/21 remains under dispute at national level and that pay negotiations for 2021/22 are still ongoing. That any salary changes for staff with effect from 1 August 2021 were therefore not yet known but that it was anticipated that the last offer made to the unions of a pay increase of 1.5% was still on the table (albeit rejected currently by the unions).
- ii) that members had no issues to raise with respect to senior staff expenses (noting that the expenses for the deputy Vice Chancellor included relocation costs) and that declarations of remuneration from any other body or organisation during 2020/21 were minimal and applied only to the Deputy Vice-Chancellor and there was no expectation that this would change;
- iii) that that the Vice Chancellor's pay multiple ratio had been confirmed as 5.53 (basic pay) and 5.48 (total remuneration) using the OFS methodology but that the UCEA/CUC methodology data was not yet available. That given the basic pay of the incoming Vice Chancellor from 1 November 2021 that the likelihood was that the current pay multiple range of 5.5-7.0 could be exceeded. That the ranges of pay multiples indicated on the charts in the agenda, demonstrated that the University's current range appeared fairly low in the tables (which covered a range from 3-13);
- iv) that the incoming Vice Chancellor had opted for the Scottish Widows pension scheme at an employee contribution rate of 3% which accordingly leads to a contribution rate of 5% employer contributions. Accordingly, payment in lieu of employer pension contributions was not an issue for the incoming Vice Chancellor;
- v) that work was continuing to address the University's Gender Pay Gap. This continued to be an important item discussed and monitored by Staffing Committee and thereafter reported to the Board of Governors;

Agreed

- i) that that as agreed earlier in the meeting, non-byn t-herin;

- ii) that following a review of the effectiveness of the Committee, members