

**Bangor University**  
**Pay Policy Statement 2020/2021**

**1. Introduction**

- 1.1 Universities play an important role in progressing the equality agenda within Wales. We are fully committed to our responsibilities to deliver the general duties of the Equality Act 2010 and the duties specific to Wales. In particular the University is also committed to the objectives outlined in the Well-being of Future Generations Act (2015). We regard our commitment to equality and inclusion as being key to our long-term sustainability and success.
- 1.2 Bangor University continues to support and promote equality, diversity and inclusion across the University and its activities. To do this we have worked closely with staff and students to support our diverse community to deliver an outstanding student experience and excellent teaching and research.
- 1.3 Bangor University recognises the importance of fairness and transparency in its pay structures ensuring staff are rewarded fairly for the work that they do and ensuring equal pay for work of equal value.

**2. Legislative Framework**

- 2.1 The University is incorporated by a Royal Charter, first granted in 1885, and subsequently re-written and revised on several occasions. The Charter (and supporting Statutes and Ordinances) provide a broad framework for the legal structure and governance of the University.
- 2.2 Under the Charter and Statutes, the Council is the governing body of the University. It currently has around 30 members, the majority of which are lay members.
- 2.3 In determining the pay and remuneration of all its employees, the University will comply with all relevant employment legislation.

**3. Pay structure and decision making**

- 3.1 The Universities and Colleges Employers Association (UCEA) and all the trade unions recognised by the higher education sector negotiated a National Framework Agreement in 2004 to reform pay structures, grades and some terms and conditions across the sector. This was implemented through a local agreement between the University and the trade unions in 2008.

- 3.2 The New Joint Negotiating Committee for Higher Education Staff (JNCHES) is the forum in which the participating employers, represented by UCEA, and the trade unions negotiate on the base uplift to the National Pay Spine, effective from 1 August each year. The New JNCHES negotiating timetable is a process that runs across meetings held in March, April and May and allows for three negotiating meetings. The University annually decides if it will participate in national negotiations. The basic pay award is then awarded to all staff within the University.
- 3.3 At Bangor, the majority of University staff fall within the single spine pay scale and accordingly have been allocated role profiles based on HERA analysis thus categorising them as '*like work*'. The University identified, and use, 9 grades on the single spine.
- 3.4 Professorial roles fall within the appropriate band for Professorial staff (the University, expanded the single spine in August 2015 to include Professorial roles), Band 1 (for first entry to the professorial route), Band 2 (for individuals with well-established reputation) and Band 3 (for major academic figureheads).
- 3.5 Director roles are ordinarily roles which fall outside the single spine and professorial banding e.g. those remunerated above the 51 points.
- 3.6 The University also voluntarily makes a supplementary payment in relation to the real Living Wage, including a related pay differential, which applies to the lower pay points on the 51-point scale.
- 3.7 The University ordinarily holds a range of promotion opportunities each year as well as Pay Progression within Grades and Contribution Pay for all grades within the 51-point single spine and the Professorial Bands. These policies have been locally agreed with the University's trade unions.

#### **4. Collective Bargaining**

- 4.1 The Joint Negotiating Committee for Higher Education Staff (JNCHES) was established in 2001 as the industrial relations machinery for the sector for negotiating pay and conditions of service. Changes in conditions of service which are agreed from time to time will be automatically incorporated into the individual contracts of members of staff covered by that agreement and communicated to staff as required by the Trade Union Reform and Employment Relations Act 1993.

- 4.2 Bangor University recognises the following trade unions for the purposes of consultation at local level with the University on local policies and conditions, and provides collective and individual support for members with problems:
- UCU
  - Unison
  - Unite

## **5. Senior Pay**

- 5.1 The University Council has established the Remuneration Committee as a standing Committee of Council. The Committee determines and reviews the remuneration of the Vice-Chancellor, members of the Executive and staff in receipt of salaries of £100,000 and above.
- 5.2 The Remuneration Committee is responsible for determining and reviewing an overall reward strategy to cover senior officers of the University. It must ensure that relevant information in relation to equality and diversity is given full consideration in all matters pertaining to the salaries of senior staff and those under the remit of the Senior Staff Pay Review Group.
- 5.3 The terms of reference have been drawn up in line with the Committee of University Chairs' Higher Education Senior Staff Remuneration Code. The Vice-Chancellor is not a member of this Committee.
- 5.4 Information considered by the Remuneration Committee includes affordability, comparative information on remuneration within the sector or elsewhere and relevant metrics and performance data. The performance of staff is considered against standards identified.
- 5.5 The University publishes its Financial statements for each year ending 31<sup>st</sup> July and this includes the Vice-Chancellor's salary. The statements for the year ending 31<sup>st</sup> July 2021 can be found on the [web page](#).
- 5.6 The Remuneration Committee ensures that the University abides by the principles adopted within the CUC's Guidance on Decisions Taken about Severance Payments in HEIs in relation to any severance terms for senior staff.

## **6. Pay relatives**

- 6.1 The lowest pay within the University, from 1 May 2021, is £18,712 pa (£9.90 per hour). This is aligned with the Real Living Wage of which Bangor University is signed up as an accredited member.
- 6.2 The Vice-Chancellor is the highest paid member of staff in the University with a salary of £223,000.

- 6.3 The ratio of the highest earnings to the median earnings for the University is as follows:

	<b>2020/21</b>	<b>2019/20</b>
Pay median of basic salary	1:6.7	1:5.7

## **7. Review**

- 7.1 This statement has been published on the Bangor University website. It will be reviewed on an annual basis or when any changes occur.