**Bangor University**

**Remuneration Annual Report 21/22**

1. **Introduction**

1.1 Bangor University’s Council is the supreme governing body of the University as set out in the University Charter and is responsible for the exercise of the University’s powers. Members of the University Council play a key role in driving the institution forward, shaping its strategic direction and mission and ensuring that sufficient assurance is provided for Trustees, by the Executive Board’s management.

1.2 The Council’s sub-committees assist with providing assurance to the Trustees across the University’s governance structure. One of these sub-committees is the Remuneration Committee. The Remuneration Committee is responsible for reviewing and determining on an annual basis the salaries, terms and conditions and, where appropriate the severance conditions of the above senior post-holders

1.3 This report outlines the responsibility of the Remuneration Committee and its key activities during the year 21/22 and reflects the reporting guidance provided by the Committee of University Chairs (CUC) in the Senior Staff Remuneration Code for Higher Education

1. **Remuneration Committee**

2.1 The Remuneration Committee is responsible for determining the Reward Strategy of the University and for setting the remuneration and the terms and conditions for the Vice-Chancellor and other senior members of staff, (as per its Terms of Reference in Appendix 1).

2.2 The Remuneration Committee comprises independent lay members of Council who possess relevant knowledge and expertise. The Vice-Chancellor is not in attendance for, and does not play a part in, the discussions and decisions of his own remuneration. The membership is as follows:

* 4 lay member of Council (one of whom will be Chair and will also include the Chair of Finance & Strategy Committee)
* Chair of Council
* Staff Member on Council
* President, Students’ Union

Officers in attendance are the Vice-Chancellor, Chief Operating Officer and the Chief People Officer and the Committee is supported by the Deputy Director of Human Resources.

2.3 The Terms of Reference are reviewed annually in line with CUC Guidance.

2.4 The Committee has agreed that meetings shall normally be held two times each academic year; additional meetings may be arranged where necessary.

2.5 Non-confidential minutes are presented at the next available Council meeting.

1. **Approach to Remuneration**

3.1 The University has a salary scale for Grades 1-9 and another for Professorial staff. Senior Professional staff are appointed to individual salaries. The various policies and procedures associated with pay, progression, recognition and pension are available on the University website.

3.2 Staff on Grades 1-9 are on the National Framework Agreement (NFA) pay spine and are covered by the University’s grading structure which consists of 9 grades. These grades are supported by the Higher Education Role Analysis HERA role evaluation methodology. Staff on NFA pay scales gain pay increases annually based on increased skill, knowledge and experience, until they reach the top of the grade’s core range. They are also subject to any nationally agreed pay awards.

3.3 All University staff receive the cost of living increases following annual pay negotiations conducted by Universities and Colleges Employers Association (UCEA) on behalf of Universities.

3.4 The University’s Performance and Development Review (PDR) processes provide a basis for reviewing performance and developing staff.

3.5 The Pay Progression and Contribution Related Pay Policy, the Professorial Staff Salary Review and the Senior Staff Salary Review, allow the University to reward and recognise all individuals and groups of staff who make an exceptional (sustained or one–off) contribution that furthers the aims and objectives of the University, College, School or Professional Service, or meets an exceptional shorter-term operational challenge.

**4. Approach to Senior Remuneration**

4.1 The Committee of University Chairs (CUC) is committed to promoting transparency around how resources are used in the Higher Education sector and to ensuring that the pay of the most senior staff in universities is fair. It worked with its members, partners and sector organisations to develop a Senior Staff Remuneration Code for Higher Education. The Remuneration Code encompasses three core principles: fairness, independence and transparency. These principles are key to ensuring that pay levels are both reasonable and appropriate, and also allow HE stakeholders to have confidence that resources are being used effectively.

4.2 All decisions and recommendations made by the Committee are guided by the principles highlighted above. The data supporting these decisions is drawn from:

* The UCEA Annual Senior Staff Remuneration Survey; and
* The CUC Vice-Chancellor Salary Survey

As well as considering senior salaries, the Remuneration Committee usually receives updates on remuneration-related matters affecting senior staff and other staff groups; however the remuneration and contribution rounds did not take place in 21-22 (or 18-19 and 19-20) due to the financial challenges facing the University and the HE sector in general.

1. **Reports on meetings held in 21-22**

During 2021/22, the Committee met twice. As remuneration and contribution rounds did not take place in 21-22, the main items under consideration were the:

* Salary range for the incoming Vice-Chancellor
* Retention payment for a senior member of staff
* Annual Pay Policy statement
* Updates on pay awards
* Outgoing Vice-Chancellor’s view on senior remuneration

1. **Action required**

The Committee is asked to note the content of this report and refer to Council for approval