



SENIOR REMUNERATION – ANNUAL STATEMENT BY REMUNERATION COMMITTEE FOR BOARD OF GOVERNORS

2023

CONFIDENTIAL

Board - 29th NOVEMBER 2023

VIJAY SHARMA – CHAIR OF REMUNERATION COMMITTEE

Senior Remuneration at Leeds Trinity University

Executive Summary

Against a backdrop of greater scrutiny and focus, it is right that we report to the Board the Vice-Chancellor and Executive remuneration in line with the Higher Education Senior Staff Remuneration Code from the Committee of University Chairs (CUC) published in June 2018. The Code covers 'elements of fair and appropriate remuneration and includes three key elements: – namely that there is:

- i. a fair, appropriate, and justifiable level of remuneration.
- ii. procedural fairness; and
- iii. transparency and accountability.

The Code has been developed after wide consultation with CUC members and HE stakeholders and will be reviewed every four years. In adopting the Code fully, LTU's Governing Body has demonstrated leadership and stewardship in relation to remuneration within the institution. In doing so we hope to protect institutional reputation and provide greater assurances to key stakeholders and partners, including the student community and wider society. This Annual Statement by Remuneration Committee for the Board of Governors is part of the minimum requirements under principles outlined in element three – transparency and accountability.

1.0 The Basis and scope of this statement

1.1 The University has used as a basis for this statement, the Office for Students Guide, and the CUC's 'The Higher Education Senior Staff Remuneration Code June 2018' with the issues raised from suggestion 5 from the Governance Effectiveness Review undertaken in spring 2020 having been addressed in the 2020 annual statement.

1.2 The University is reporting on the remuneration decisions of the following senior post holders in 2022-23, under the remit of the Remuneration Committee:

Vice-Chancellor	Professor C Egbu
Director Finance and University Secretary	Mr D Butcher
Provost and Deputy Vice-Chancellor	Professor M Todd
Chief Operating Officer	Ms J Hynes
Pro Vice-Chancellor for Education and Experience	Prof Catherine O'Connor
Pro Vice-Chancellor for Enterprise and External Engagement	Prof Mohammed Arif

2.0 The Process for setting remuneration

The Remuneration committee is comprised of:

Membership Academic Year 2022-23

Dr J Aldiss (Chair to 31.12.22)	Independent Governor and Senior Independent Governor
Mr M Brockbank	Independent Governor
Ms T Smith	Independent Governor
Ms A Wilson	Independent Governor
Mr J Hanley (temp Chair to 31.07.23)	Independent Governor and Chair of the Board of Governors
Mr V Sharma (Chair from 01.08.23)	Independent Governor
Mr R Atkinson	Co-opted Committee Member

In-attendance

Prof C Egbu*	Vice-Chancellor
Mr C Williams	Clerk to the Board of Governors and Company Secretary
Ms Z Donnachie	Interim Director of Human Resources
Mrs S Clarkson	Executive Director of people and Culture

* Note Prof C Egbu was only in attendance when required and not for the full duration of Remuneration meetings.

Quorum

Three independent members.

3.0 The comparator institutions/organisations

The last triennial senior staff benchmarking report was considered at the Remuneration Committee meeting on 17 June 2021. At the meeting the Committee confirmed that its chosen benchmark comparator groups were the fifteen post '92 HEIs (namely those 15 institutions with an income comparable on either side of LTU annual income) the Cathedrals Group and the Guild HE Group and included an analysis for each of the four Executive roles against benchmarks.

At the meeting it was agreed that the analysis supplied on the fifteen post '92 HEIs would be amended to exclude Liverpool Hope University* as an outlier. The commissioned benchmarking work undertaken in 2021 was part of the agreed three-year cycle for a formal benchmark report from external consultants (UCEA). The groups below were arrived at in consultation with the consultants from a range of potential comparator groups and was felt to provide the most representative groups.

HEI	Region	Income	Students	Income (% of LTU)	Students (% of LTU)
Norwich University of the Arts	England	24,064,000	2,360	66%	47%
Bishop Grosseteste University	England	24,280,000	2,280	67%	46%
Richmond, The American Int'l University in London	London and the South East	27,000,000	885	74%	18%
Ravensbourne University London	London and the South East	27,727,000	2,535	76%	51%
Trinity Laban	London and the South East	27,773,000	1,250	76%	25%
Plymouth Marjon University	England	28,471,000	2,750	78%	55%
Abertay University	Scotland	35,000,000	4,280	96%	86%
Wrexham Glyndŵr University	Wales	35,965,000	6,045	99%	121%
Queen Margaret University	Scotland	37,000,000	5,130	102%	103%
Arts University Bournemouth	England	42,000,000	3,445	115%	69%
Harper Adams University	England	44,000,000	4,680	121%	94%
Liverpool Hope University*	England	52,299,000	4,985	144%	100%
St Mary's University, Twickenham	London and the South East	52,545,000	5,520	144%	111%
University of Chichester	London and the South East	55,500,000	5,545	152%	111%
University of Suffolk	England	56,104,000	9,565	154%	192%

Cathedrals Group

HEI	Region	Income	Students	Income (% of LTU)	Students (% of LTU)
Newman University	England	21,000,000	2,795	58%	56%
Bishop Grosseteste University	England	24,280,000	2,280	67%	46%
Plymouth Marjon University	England	28,471,000	2,750	78%	55%
Liverpool Hope University*	England	52,298,632	4,985	144%	100%
St Mary's University, Twickenham	London and the South East	52,545,000	5,520	144%	111%
University of Chichester	London and the South East	55,500,000	5,545	152%	111%
University of Cumbria	England	59,575,000	7,945	164%	159%
University of Winchester	London and the South East	70,000,000	8,000	192%	160%
York St John University	England	70,100,000	7,000	193%	140%

University of Gloucestershire	England	83,699,000	7,915	230%	159%
University of Chester	England	120,000,000	13,545	330%	272%
University of Wales Trinity Saint David	Wales	130,031,000	12,700	357%	255%
University of Roehampton	London and the South East	139,876,000	12,495	384%	251%

Guild HE group

HEI	Region	Income	Students	Income (% of LTU)	Students (% of LTU)
St Mary's University College, Belfast	Northern Ireland	9,143,291	1,045	25%	21%
Rose Bruford College	London and the South East	9,500,000	735	26%	15%
University College of Estate Management	England	16,000,000	2,805	44%	56%
Writtle University College	England	16,071,000	765	44%	15%
The Royal Central School of Speech & Drama	London and the South East	19,742,000	4,930	54%	99%
Leeds Arts University	England	20,834,000	2,145	57%	43%
Newman University	England	21,000,000	2,795	58%	56%
Royal Agricultural University	England	21,043,000	1,125	58%	23%
Norwich University of the Arts	England	24,064,000	2,360	66%	47%
Bishop Grosseteste University	England	24,280,000	2,280	67%	46%
Ravensbourne University London	London and the South East	27,727,463	2,535	76%	51%
Plymouth Marjon University	England	28,471,000	2,750	78%	55%
Abertay University	Scotland	35,000,000	4,280	96%	86%
Arts University Bournemouth	England	42,000,000	3,445	115%	69%
Harper Adams University	England	44,000,000	4,680	121%	94%
St Mary's University, Twickenham	London and the South East	52,545,000	5,520	144%	111%
University College Birmingham	England	54,000,000	1,100	148%	22%
Falmouth University	England	61,500,000	6,245	169%	125%
University for the Creative Arts	London and the South East	64,310,000	6,765	177%	136%
University of Winchester	London and the South East	70,000,000	8,000	192%	160%
York St John University	England	70,100,000	7,000	193%	140%
Bath Spa University	England	83,000,000	8,450	228%	170%
University of Law	London and the South East	85,000,000	10,495	233%	211%
University of Worcester	England	96,912,000	10,180	266%	204%

The Committee briefly discussed remuneration benchmarking in November 2022 and at its meeting on 15th June 2023. At the June meeting the Committee approved the proposed commission with Korn Ferry for a review of Executive Remuneration (including benchmarking and recommendations) for its first meeting in 2023-24. The outcome of the benchmarking and subsequent recommendations will feature in the 2023-24 Annual Statement.

4.0 The policy on remuneration for executive post holders

The policy on remuneration for executive post holders was reviewed on 2nd February 2023 and no changes were made. The policy is outlined in Appendix A to this statement.

The metric-driven and RAG performance objectives for VC and Executive staff for the following academic year were considered and approved (subject to comments) at the last meeting of Remuneration Committee for 2022-23 (on 15th June 2023). The VC and Executive performance against objectives do not involve any performance related bonuses for the VC and any member of the Executive team.

5.0 The pay multiple of the Vice-Chancellor

On page 3 (Executive Summary) of the last triennial Senior Staff Salary Benchmarking Review report from UCEA (presented to Committee on 17th June 2021) it states:

“The publication of the ratio of VC pay to median staff pay is required as part of the Committee of University Chairs (CUC) Remuneration Code. At 5.9:1, the ratio between the pay of the VC and the median pay of staff is below the average ratio for both the Cathedrals Group and GuildHE. The median ratio across all English HEIs is 7.5:1.”

The 2023 Annual CUC Survey of the Remuneration of Vice-Chancellors was presented to Committee on 15 June 2023 (paper GR 23/15) which gave a national picture on VC remuneration and included the measure of the VC’s basic pay to the median basic pay to all other staff in the institution (average basic pay ratio for 2021-22 was 7.32:1 with the range being 12.7:1 to 3.7:1 - at LTU in 2021-22 the ratio was 5.8:1 (5.5:1 in 2020-21)).

The pay multiple of the Vice-Chancellor to the median earnings of the whole workforce of the University for the financial year to 31 July 2023 and prior three years are:

	<u>2019/20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
Prof M House				
Basic Salary	5.9:1	5.9:1		
Total Remuneration (including employer pension contributions)	5.8:1	5.8:1		
Prof C Egbu				
Basic Salary		5.5:1	5.6:1	5.4:1
Total Remuneration (including employer pension contributions)		5.5:1	5.8:1	6.0:1

6.0 Severance Payments

There were no severance payments made to senior post-holders during the period 1 August 2022 to 31 July 2023.

The notice period for all Executive staff is 6 months.

7.0 Expenses Policy

The University has a single scheme. The expenses of the Vice-Chancellor are reviewed on a periodic basis by the Chair of the Board with the last such review being on 31st August 2023 (for

the 2022-23 financial year). The expenses of other senior post-holders are approved by the Vice-Chancellor as per normal line management arrangements.

8.0 The policy on income derived from external activities

It is often helpful to the University for its Staff to hold non-executive director roles. The following Executive (SPH) staff hold such roles as declared in their respective annual declaration of interest for 2023-24.

Professor C Egbu (Vice-Chancellor)	<ul style="list-style-type: none"> • Yorkshire Universities Board: Director (2021 – Present) • Leeds Learning Alliance (LLA): - Trustee (2020 – Present) • MillionPlus (The Association for Modern Universities): - Executive Member (2022 Present) • Leeds Academic Health Partnership (LAHP): - Board Member (2022 – Present)
Mr D Butcher (Director Finance and University Secretary)	<ul style="list-style-type: none"> • Governor at Shipley College • Board member of the West Yorkshire Pension Fund Pension Board
Professor M Todd (Provost and Deputy Vice-Chancellor)	<ul style="list-style-type: none"> • Chair of Board of UCEN, Manchester
Ms J Hynes (Chief Operating Officer & Head of Sustainability)	<ul style="list-style-type: none"> • Trustee at the Collaborative Learning Trust (a MAT), <ul style="list-style-type: none"> - Chair of the Standards Committee, - Chair of the Safeguarding Committee • AUDE (Association of University Directors of Estates) representative on the UUK Accommodation Bode advisory board (voluntary / nonpaid position)
Professor C O'Connor (Pro Vice-Chancellor – Education and Experience)	<ul style="list-style-type: none"> • Member of governing body at Shipley College (as of 21/10/2022), • Cousin employed as lecturer in Faculty of Health. No direct contact through work.
Mr M Mohammed (Pro Vice-Chancellor - Enterprise and External Engagement)	None declared

The formal policy on income derived from external activities can be found in Appendix B; Leeds Trinity University – Consultancy, External and Civic Work Policy-Please click [here](#) to view on BoardEffect.