

OXFORD BROOKES UNIVERSITY

ANNUAL REPORT OF THE REMUNERATION COMMITTEE 2020

The Committee of University Chairs published a Remuneration Code¹ in June 2018 ('The CUC Code'). This provides guidance to institutions on how to determine fair and appropriate remuneration for vice-chancellors and other senior university staff. Oxford Brookes University has adopted the CUC Code. This report is published in accordance with the CUC Code.

At Oxford Brookes University the remuneration of the Vice-Chancellor and Registrar, Chief Operating Officer and Clerk to the Board of Governors is determined by the Remuneration Committee whose members are independent governors. The remuneration of members of the Vice-Chancellor's Group (VCG) and the directors of professional services directorates is determined by the Remuneration Committee on the recommendation of the VCG Remuneration Committee. The membership and terms of reference of the Remuneration Committee and the VCG Remuneration Committee are at Appendices 1 and 2.

Remuneration Committee

The Remuneration Committee determines the remuneration of the 'holders of senior posts', as defined in the University's Articles of Government, i.e. the Vice-Chancellor (Professor Alistair Fitt) and the Registrar and Clerk to the Board of Governors (Brendan Casey). In each case, any salary increase is subject to satisfactory performance and the committee receives an annual report on performance against objectives, which is informed by feedback from internal and external stakeholders. The Board of Governors also reviews the performance of the University annually against institutional KPIs through a wide range of reports.

The Remuneration Committee met once in 2019-20 on 17 June 2020 to determine the remuneration of the Vice-Chancellor and Registrar, as well as to consider the recommendations of the Vice-Chancellor's Group (VCG) Remuneration Committee regarding the pay of other senior managers. At that time, the final offer in the national pay negotiations (in which Oxford Brookes University participates) was 1.8 per cent with additional increases for staff on the lower pay spine points.

Vice-Chancellor's Remuneration

The Vice-Chancellor's remuneration is positioned at or around the median basic salary of vice-chancellors of institutions with a similar annual turnover; and is subject to the considerations below:

- a) proportionate pay and the general level of pay rises in the university sector;
- b) comparability with senior staff in other universities based on comparative information (such as CUC and UCEA);
- c) the performance in post of the Vice-Chancellor as reported by the Chair of Governors based on a performance review against the year's objectives, and the report of the Vice-Chancellor on the performance of other posts;
- d) the need to recruit and retain well qualified staff;

¹ The full CUC code may be found at <https://www.universitychairs.ac.uk/wp-content/uploads/2018/06/HE-Remuneration-Code.pdf>

- e) the views of the senior staff and, if requested by those staff, their representatives; and
- f) the University's charitable purposes and, in particular, the Good Pay Guide for Charities and Social Enterprises issued by the Association of Chief Executives of Voluntary Organisations and the CUC Remuneration Code.

The Vice-Chancellor's remuneration comprises basic salary and an employer's contribution of 2% of salary to the Universities Superannuation Scheme under the enhanced opt-out arrangement. He receives no income derived from external activities, or performance-related pay. The University pays the Vice-Chancellor's subscription to the Athenaeum Club (£2,830 in 2020).

The Vice-Chancellor's salary was set by the Remuneration Committee at £233,300 on his appointment on 1 February 2015. He has declined to accept any pay increase since then. (In July 2017, the committee recommended an increase to £244,000.) In 2020 the Vice-Chancellor again refused to accept an increase in salary.

Emoluments of the Vice-Chancellor	2016-17	2017-18	2018-19	2019-20
Salary	£233,300	£233,300	£233,300	£233,300
Performance-related pay	N/a	N/a	N/a	N/a
Benefits	-	-	-	-
Sub-total	£233,300	£233,300	£233,300	£233,300
Pension costs	£4,899	£4,899	£4,899	£4,705
Total	£239,199	£239,199	£239,199	£238,005

In accordance with the CUC Code and the OfS Regulatory Advice 9: Accounts Direction², the following pay multiples are presented as at 31 July 2020.

Comparator	Multiple calculated in accordance with CUC Code		Multiple calculated in accordance with OfS	
	Basic pay	Total pay	Basic pay	Total pay
Median pay of the workforce	1 : 6.8	1 : 6.8	1 : 8.4	1 : 7.4

Using the CUC Code methodology, the ratio of the Vice-Chancellor's pay to the median of the workforce for the preceding three years are as follows:

Median pay for the University workforce	Multiple calculated in accordance with CUC Code	
	Basic pay	Total pay
2017-18	1 : 7	1 : 7
2018-19	1 : 6.8	1 : 6.8
2019-20	1 : 6.8	1 : 6.8

² <https://www.officeforstudents.org.uk/publications/regulatory-advice-9-accounts-direction-guidance-on-preparing-and-publishing-financial-statements/>

The expenses incurred by the Vice-Chancellor in 2019-20 are summarised below.

Category	Expenses
Travel	£1,008
Accommodation	£3,126
Hospitality	£330
Conference fees/subscriptions	£249
Other	£941
Total	£5,654

Registrar and Clerk to the Board of Governors Remuneration

The Registrar and Chief Operating Officer (RCOO) is also Clerk to the Board of Governors. His remuneration is positioned by reference to the upper quartile for registrars and chief operating officers of institutions with a similar annual turnover using the UCEA annual senior staff salary survey. The RCOO's remuneration comprises basic salary and an employer's contribution to the Universities Superannuation Scheme. He receives no income derived from external activities, benefits in kind or performance-related pay.

The Remuneration Committee had agreed to increase the RCOO's salary to £160,000 from 1 August 2017 to recognise the significant additional duties he would take on as a consequence of the retirement of the Director of Infrastructure Investment.

The committee agreed to increase the RCOO's salary to £163,700 with effect from 1 August 2018 (an increase of 2.3 per cent) to reflect the upper quartile for chief operating officers. In August 2019 the RCOO refused to accept an increase in salary.

Emoluments of the RCOO	2016-17	2017-18	2018-19	2019-20
Salary	£140,000	£160,000	£163,700	£163,700
Benefits	-	-	-	-
Sub-total	£140,000	£160,000	£163,700	£163,700
Pension costs	£25,200	£28,800	£30,285	£34,104
Total	£165,200	£188,800	£193,985	£197,804

VCG Remuneration Committee outcomes

The Remuneration Committee also considered the recommendations of the VCG Remuneration Committee in respect of salary increases effective from 1 August 2019 for the other members of the VCG (the two pro vice-chancellors, the four pro vice-chancellor/deans, the Director of Finance and Legal Services, and the Director of HR), as well as the directors of professional services. All salary increases are subject to satisfactory performance.

Salaries for staff within the remit of the VCG Remuneration Committee are determined by reference to the upper quartile data for specific professional or academic leadership functions to ensure the University is able to recruit, retain and reward well-qualified and experienced staff who are able to support the delivery of the University's strategic objectives. Senior staff remuneration comprises basic salary and employer's pension contribution. They

receive no income derived from external activities, benefits in kind, increments or performance-related pay.

It was agreed that with effect from 1 August 2020 that in line with the national pay negotiations no pay award would be made for 20-21.

Basic salary per annum	Number of staff at 1 August 2020
£95,000 - £99,999	3
£100,000 - £104,999	2
£105,000 - £109,999	0
£110,000 - £114,999	1
£115,000 - £119,999	1
£120,000 - £124,999	1
£125,000 - £129,999	2
£130,000 - £134,999	1
£135,000 - £139,999	6

Appendix 1

REMUNERATION COMMITTEE

Terms of Reference and Membership

1. Summary of Purpose

- 1.1. To determine the remuneration of senior staff as defined by the Board of Governors (currently the Vice-Chancellor and the Registrar and Clerk to the Board of Governors).
- 1.2. To advise on the severance arrangements for senior staff.

2. Frequency of Meetings

- 2.1. The Committee will meet at least once per year.

3. Duties and Responsibilities

- 3.1. To determine on appointment and subsequently to review the remuneration, terms and conditions of service, appraisal arrangements and any severance provision for senior staff.
- 3.2. To review the remuneration of senior staff at least annually. The Committee will have regard to appropriate factors including:
 - a) proportionate pay and the general level of pay rises in the university sector;
 - b) comparability with staff in other universities based on comparative information (such as CUC and UCEA);
 - c) the performance in post of the Vice-Chancellor as reported by the Chair of Governors based on a performance review against the year's objectives, and the report of the Vice-Chancellor on the performance of other posts;
 - d) the need to recruit and retain well qualified staff;
 - e) the views of the senior staff and, if requested by those staff, their representatives; and
 - f) the University's charitable purposes and, in particular, the Good Pay Guide for Charities and Social Enterprises issued by the Association of Chief Executives of Voluntary Organisations & HE Senior Staff Remuneration Code.
- 3.3. If considering severance arrangements for senior staff, the Committee must represent the public interest and avoid any inappropriate use of public funds, taking care not to agree to a severance package which staff, students and the public might deem excessive.
- 3.4. To report to the Board of Governors the written decision of the Remuneration Committee concerning senior staff pay and provide sufficient detail of the broad criteria, policies and performance against which decisions have been made.
- 3.5. To report the recommendations of the VCG Remuneration Committee on the pay of PVCs, PVC/Deans and Directors, together with the criteria used in making these decisions noting that committee members may wish to comment

4. **Membership**³

The members of the Committee must be governors who are not employees or students of the University. The Chair of the Board of Governors must not act as the Chair of the Committee.

	Category	Status	Name
1	Member	Governor	Katrina Sinclair [Chair]
2	Member	Governor	Simon Jones
3	Member	Governor	Yasmin Sidhwa
4	Member	Vacancy	
	Vice-Chancellor (<i>ex officio</i>)	In attendance*	Professor Alistair Fitt
	Director of HR	In attendance	Ruth Davies
	Head of Secretariat	Secretary, In attendance	Maria Crawford

* The Vice-Chancellor is not a member of the committee and only attends at the request of the committee for specific matters.

³ Memberships is determined by the Nominations Committee of the Board of Governors

Appendix 2

VCG REMUNERATION COMMITTEE

TERMS OF REFERENCE AND MEMBERSHIP

1. Summary of Purpose

- 1.1. To recommend to the Remuneration Committee the remuneration of the Pro Vice-Chancellors, PVC/Deans, and directors.
- 1.2. To ensure that the University is able to recruit and retain well-qualified staff who are able to support the delivery of the University's strategic objectives.

2. Frequency of Meetings

- 2.1. The Committee will meet at least once per year.

3. Duties and Responsibilities

- 3.1. To review the remuneration of the senior staff within its remit at least annually. In setting base salaries, the committee will have regard to relevant following factors, including:
 - a) proportionate pay and the general level of pay rises in the university sector;
 - b) comparability with staff in similar roles at other universities as reflected in upper quartile data for all universities in the UCEA salary survey and any other relevant comparative information;
 - c) the performance of the postholders against the year's objectives; and
 - d) the University's charitable purposes and, in particular, the Good Pay Guide for Charities and Social Enterprises issued by the Association of Chief Executives of Voluntary Organisations.
- 3.2. To recommend any market supplementation for particular roles to reflect higher upper quartile data for specific administrative functions or academic subject areas, as reflected in relevant comparative salary data.
- 3.3. To represent the public interest and avoid any inappropriate use of public funds, taking care not to agree to any remuneration package which staff, students and the public might deem excessive.
- 3.4. To report to the Remuneration Committee of the Board of Governors the written recommendations of the Committee concerning remuneration with sufficient detail of the broad criteria, policies and performance against which those recommendations have been made.

4. Membership

	Category	Name	Status
1	Chair	Professor Alistair Fitt	Vice-Chancellor
2	Member	Brendan Casey	Registrar & Chief Operating Officer
3	Member	Katrina Sinclair	Deputy Chair of Governors or Chair of Remuneration Committee (or his or her nominee)
	Director of HR	Ruth Davies	Advisor
	Head of Secretariat	Maria Crawford	Secretary, in attendance