

Remuneration Statement

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SPH Remuneration Committee

The salary and conditions of service of the Vice-Chancellor are considered by the Senior Post Holder Remuneration Committee (SPH Remcom) following feedback on the annual appraisal and having regard to comparative data. The Vice-Chancellor is not a member of this Committee nor is he in attendance. When considering remuneration for the Vice-Chancellor, the Committee has regard to the Committee for University Chairs Survey of Vice-Chancellor Remuneration, UCEA data, HESA financial performance data, and relevant HESA student data.

The SPH Remcom is responsible for determining the salaries and terms and conditions of the Vice-Chancellor and the University Secretary. Such determination is guided by the University's Remuneration Policy, which acknowledges that the performance of the University is dependent on the quality and commitment of its workforce and therefore the need to recruit and retain high quality staff to deliver its Strategy Map, with appropriate remuneration which recognises contribution to the achievement of strategic goals; whilst also ensuring that salaries and benefits remain competitive with other universities in our market sector.

Review of Performance

Under the leadership of the Vice-Chancellor, the University has achieved considerable successes against all elements of the Strategy Map, summarised below:

- **Inspiring:** Awarded another National Teaching Fellow and a National Collaborative Award for Teaching Excellence; the University scored in the upper quartile in the NSS for assessment and feedback; the Huddersfield Business School was awarded Business School of the Year; the University received the Diversity, Equality and Inclusion award at Educate North for the Global Professional Award; and we received Ofsted outstanding for apprenticeships. The University was pleased to be awarded collaborative enhanced funding from the Quality Assurance Agency (QAA) to investigate ways of supporting the ethical use of Generative AI in assessment in partnership with Kings College, Imperial and Central Queensland University.
- **Innovative:** The University has been rated as being in the top 10 for Knowledge Transfer Partnerships and we become one of the 36 Strategic Partners with Engineering and Physical Sciences Research Council (EPSRC). This year the University achieved its largest research grant of £13.3m for the Future Advanced Metrology Hub.
- **International:** The University was the highest ranked UK University in the Times Higher Education Global Young University rankings, and we were ranked second out of 1,100 universities for Social Development Goal 10, Reduced Inequalities. We are now publishing with 98 of the world's top 100 universities.
- **People First:** We have been ranked first in the sector for the percentage of staff with teaching qualifications and for percentage of academic staff with higher degrees and were ranked 7th for the percentage with a doctorate. We have continued to support staff through work with the CMI which was recognised by a visit by HRH, Duchess of Edinburgh, to meet CMI-qualified staff. We have been awarded Gold in the Stonewall index and we have also supported staff with the launch of an MSc in Strategic Leadership to support leadership development across the University.
- **Finance:** We are ranked 7th in the Financial Security Index amongst mainstream universities and achieved 9.7% for our cash KPI in a very challenging environment. Whilst the financial position is challenging across the sector and within the University, the

underlying financial health of the University remains strong as demonstrated by the financial KPI to maintain our position in the upper quartile for the sector. Maintaining this position has meant tough choices, but the prudent financial management of the University means that we can continue to invest in growth opportunities.

- **Growth & Efficiency:** We are very proud to have completed and opened the Daphne Steele building, the flagship development for the University's National Health Innovation Campus, and work on the next building, the Emily Siddon building has commenced.

The Vice-Chancellor continued to be recognised for his own contributions to engineering and academia, notably by the Royal Academy of Engineering who included Professor Cryan on their Engineering Icons Tube Map, sitting alongside James Clerk Maxwell, famous for the pivotal Maxwell equations, which have profoundly influenced telecommunications and power generation technology.

Vice-Chancellor's Remuneration Package

VC total remuneration package	2023/24	2022/23	2021/22	2020/21
Basic salary	£363,429	£349,584	£336,042	£336,042
Pension contribution (standard USS rate of 18%)	£0.00	£0.00	£0.00	£0.00
Payments in lieu of pension	£78,501	£75,510	£62,168	£62,168
Dividends	Nil	Nil	Nil	Nil
Performance related pay	Nil	Nil	Nil	Nil
Bonuses	Nil	Nil	Nil	Nil
Salary sacrifice	Nil	Nil	Nil	Nil
Car	Nil	Nil	Nil	Nil
Subsidised loan	Nil	Nil	Nil	Nil
Subsidised accommodation	Nil	Nil	Nil	Nil
Ex-gratia payments	Nil	Nil	Nil	Nil
Private Health Insurance	Nil	Nil	Nil	Nil
Sabbatical payments	Nil	Nil	Nil	Nil
Retention of external payments	Nil	Nil	Nil	Nil

For completeness, it should be noted that the Vice-Chancellor is a member of the University Group Death in Service Scheme, in line with all senior staff. The contractual arrangements with the HOI ensure that any remuneration or fees received by the HOI for external activities in his capacity as Vice-Chancellor or as an employee of the University shall be the income of the University.

Pay multiple

The Vice-Chancellor's basic salary is 9.71 times the median pay of staff (2023: 9.52 times) where the median salary is calculated on a full-time equivalent basis for the salaries paid by the University to its staff. The median pay and pay ratios derived exclude agency staff as these are not paid through the University's payroll system.

The Vice-Chancellor's total remuneration is 10.61 times the median total remuneration of all staff (2022: 9.84 times) where the median total remuneration is calculated on a full-time equivalent basis for the salaries by the University to its staff.