

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, 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. Notably, the achievement of TEF Gold and Gold for the two sub-categories is unmatched in Yorkshire and the announcement of the award appeared to have a positive impact during the student recruitment period. Equally, the award of Ofsted Outstanding sets the University apart in the sector with others finding the Ofsted process far more challenging. This is a significant achievement and will support the University's plans for growth of Apprenticeship provision.

Whilst the financial position is challenging, as set out above the University's underlying financial health remains strong. Tough decisions are taken and followed through as required and the University remains in a position where it can invest in growth, as seen with the development of the National Health Innovation Campus.

Staff are well supported at the University with a range of wellbeing and additional rewards schemes. Although the year has been challenging, the most recent staff survey indicated strong levels of satisfaction with the leadership of the University.

The reputation of the University continues to grow and staff of the University have achieved considerable success with research bids and contracts, working in partnership with some of the world's best universities, with improvements in world rankings, and with the ability to attract high-profile supporters and speakers to University events throughout the year.

Finally, the Vice-Chancellor himself has had a positive year with his Presidency of the Institute of Engineering and Technology affording him the opportunity to continue to promote nationally and globally his professional field, whilst at the same time promoting opportunities for the University of Huddersfield. Professor Cryan was recognised recently as an Engineering Icon, created by the Royal Academy of Engineers to recognise the very best in the field.

Vice-Chancellor's Remuneration Package

VC total remuneration package	2022/3	2021/22	2020/21	2019/20
Basic salary	£350,000	£336,042	£336,042	£336,042
Pension contribution (standard USS rate of 18%)	£0.00	£0.00	£0.00	£0.00
Payments in lieu of pension	£76,000	£62,168	£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 9.52 times the median pay of staff (2022: 9.71times) 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 9.84 times the median total remuneration of all staff (2022: 10.1 times) where the median total remuneration is calculated on a full-time equivalent basis for the salaries by the University to its staff. The same person concerning agency above set out above applies.