

Senior Staff Pay - Universities in Wales Academic Year 2015/16

November 2017



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Welsh Government

Senior Staff Pay – Universities in Wales

Background

1. HEFCW's 2015-16 Remit Letter requested that HEFCW provide an annual report to Welsh Government on senior pay levels and awards in universities in Wales.
2. Universities are not public sector organisations. They are autonomous bodies established by either Royal Charter or as Higher Education Corporations under the terms of the 1992 Further and Higher Education Act (the '1992 Act'). HEFCW therefore has no powers under the terms of the 1992 Act to directly influence University employment terms and conditions, including the levels of senior staff salaries.
3. The setting of senior staff salaries falls under the responsibilities of each University's Governing Body. The Committee of University Chairs (CUC) publishes a 'Higher Education Code of Governance'¹, which covers staff remuneration amongst other matters. This CUC document notes that '*The proper remuneration of all staff, especially the Vice-Chancellor and his/her immediate team, is an important part of ensuring institutional sustainability and protecting the reputation of the institution*'.

How universities set senior pay

4. In respect of the mechanism by which Universities set senior staff salaries, the CUC document states that '*governing bodies must establish a Remuneration Committee to consider and determine, as a minimum, the emoluments of the Vice Chancellor and other senior staff as prescribed in constitutional documents or by the governing body*'. The CUC and Leadership Foundation for Higher Education (LFHE) also publish a guide on 'Getting to Grips with Human Resource Management'² which provides more detailed guidance for University Governing Body members on HR matters including Senior Staff remuneration. This provides guidance on the composition and role of University Remuneration Committees.
5. All Universities in Wales have a Remuneration Committee to set their senior staff salaries. The Universities and Colleges Employers Association (UCEA) produces for its member HEIs (which include all the Welsh HEIs) a range of materials that are intended to assist in determining senior remuneration. This includes senior salary benchmarking services, some international comparator data and sector-level pay ratios. Drawing on such information and seeking additional reward expertise as needed, the Remuneration Committee oversees the agreement and review of these senior staff salaries.

¹ www.universitychairs.ac.uk/wp-content/uploads/2015/02/Code-Final.pdf

² www.lfhe.ac.uk/filemanager/root/site_assets/research_resources/g2g/G2G%20HR%20Management.pdf

Disclosure of senior pay

6. Universities publish information on senior staff salaries in their annual financial statements. The published HEFCW 'Accounts Direction to Higher Education Institutions' informs institutions of HEFCW's requirements relating to their annual financial statements and in particular the disclosure of remuneration and severance payments for higher paid employees (including the head of institution). Under HEFCW's 2015/16 Accounts Direction, universities were required to follow the *Statement of Recommended Practice: Accounting for Further and Higher Education 2015* (the 2015 SORP) and revised Financial Reporting Standards (FRS102) when preparing their financial statements. This required universities to disclose the following:

- The actual total remuneration of the head of institution disclosing separately:
 - Salary;
 - Performance-related and other bonuses awarded for the financial year, including any deferred payment arrangements and separate disclosure of amounts waived;
 - Any sums paid by way of expenses allowances (in so far as those sums are charged to UK income tax);
 - The estimated money value of any other taxable benefits received by the head of institution, other than in cash (in particular company cars, subsidised loans including mortgage subsidies, and subsidised accommodation)
 - Contributions to relocation costs
 - Any sums paid in respect of the head of institution under any pension scheme.

The HEI must show a sub-total excluding pension contributions and a total including them. Salary sacrifice arrangements should be described. Where there is a change of head of institution (including an acting head of institution) either between years or during a year, details are to be shown separately for each person, and relevant start and finish dates given.

- The number of higher-paid staff other than the head of institution whose emoluments received in the year (including taxable benefits in kind, but excluding compensation for loss of office and employer pension costs) fall in bands of £10,000 from a starting point of £100,000. Payments funded from external sources, including the NHS, should be included in emoluments. Royalties or other payments that are outside the affairs of the HEI do not count as emoluments for this purpose. Remuneration should be disclosed gross of any salary sacrifice arrangements. This disclosure is additional to that required by FRS 102. Disclosure is not required for staff who joined or left part-way through a year but who would have received emoluments in these bands in a full year.
- The total compensation paid to key management personnel. FRS102 defines key management personnel as "*those persons having authority*

and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity". Compensation includes all forms of consideration paid, payable or provided by the institution or on its behalf in exchange for services to the institution. Institutions are required to disclose this information at an aggregate level, not an individual level. The disclosure should be reported gross of any salary sacrifice arrangements.

- The aggregate amount of any compensation paid to any head of institution and higher paid employee for loss of office and the number of employees who have been paid such compensation.

Senior pay in 2015/16

7. For the purposes of this report, senior staff have been defined as all those members of staff at Welsh universities paid over £100,000 per year, as disclosed in the 2015/16 financial statements.

Head of institution

8. The total emoluments and, where applicable, also the pension contributions for the Vice-Chancellor of each Welsh university are provided at **Annex A**.
9. For the purposes of consistency, as not all institutions make pension contributions for the Vice-Chancellor, emoluments have been compared excluding any pension contributions, but including other benefits. In all instances, with the exception of Wrexham Glyndŵr University, the total emoluments (salary and benefits but excluding pension contributions) for the Vice-Chancellor increased between 2014/15 and 2015/16. These increases in total emoluments (excluding pension contributions) range from 1.4% (£3,000) for the University of South Wales to 7.5% (£17,000) for Bangor University, with an average increase of 3.6%. By comparison the UK mean (from Times Higher Education V-C Pay Survey 2017³) has increased by 2.5% between 2014/15 and 2015/16 to £257,904. Whilst the total emoluments for the Vice-Chancellors of Welsh universities have increased in most instances, the level is generally lower than those for the Vice-Chancellors of comparable UK universities and, in all but one instance, the level is below the UK mean. Individual comparisons are provided below based on information from institutions' published financial statements:
 - The total emoluments (excluding any pension contributions and payments following conclusion of employment in the case of Aberystwyth University) for the Vice-Chancellors of Aberystwyth, Bangor and Swansea Universities in 2015/16 (£237,000, £245,000 and £251,000 respectively) were below the UK mean of £257,904. They were also lower than those for several mid-sized research-led UK universities, as

³ www.timeshighereducation.com/sites/default/files/vcpayjune2017.pdf

illustrated by the equivalent 2015/16 figures in the 2017 Times Higher Education Survey of Vice-Chancellors' Salaries⁴.

- The total emoluments (excluding pension contributions) for the Vice-Chancellor of Cardiff University in 2015/16 at £253,000 were below the UK mean of £257,904. They were also significantly lower than those for the Vice-Chancellors of the other members of the Great Western Four (GW4) group of universities (University of Bath, University of Bristol, University of Exeter), as illustrated by the 2015/16 figures for those universities in the 2017 Times Higher Education Survey of Vice-Chancellors' Salaries⁵.
- The total emoluments for the Vice-Chancellor of the University of South Wales £225,000 were lower than the UK mean of £257,904. They were also lower than those for the Vice-Chancellors of other similar (based on income) metropolitan universities (e.g. Glasgow Caledonian University, Birmingham City University, University of Wolverhampton, Liverpool John Moores University, University of Westminster, Nottingham Trent University, University of Portsmouth, Northumbria University, Manchester Metropolitan University, University of the West of England, De Montfort University, Coventry University), as illustrated by the 2015/16 figures for those universities in the 2017 Times Higher Education Survey of Vice-Chancellors' Salaries⁶.
- The total emoluments (excluding pension contributions), which included benefits in lieu of pension contributions, for the Vice-Chancellor of Cardiff Metropolitan University at £277,000 were above the UK mean of £257,904. They were also mid-range when compared to the emoluments for the Vice-Chancellors of other mid-sized (based on income) teaching-led universities (e.g. University of Derby, University of Northampton, University of Bedfordshire, University of Lincoln, University of Worcester, Bath Spa University, Edgehill University), as illustrated by the 2015/16 figures for those universities in the 2017 Times Higher Education Survey of Vice-Chancellors' Salaries⁷.
- The total emoluments (excluding pension contributions) for the Vice-Chancellor of the University of Wales Trinity Saint David at £232,000 was lower than the UK mean of £257,904. They were also lower-mid-range when compared to the emoluments for the Vice-Chancellors of other mid-sized (based on income) teaching-led universities (e.g. University of Derby, University of Northampton, University of Bedfordshire, University of Lincoln, University of Worcester, Bath Spa University, Edgehill University), as illustrated by the 2015/16 figures for those universities in the 2017 Times Higher Education Survey of Vice-Chancellors' Salaries⁸.
- The total emoluments (excluding pension contributions) for the current Vice-Chancellor of Wrexham Glyndŵr University, would be £189,000

⁴ www.timeshighereducation.com/sites/default/files/vcpayjune2017.pdf

⁵ www.timeshighereducation.com/sites/default/files/vcpayjune2017.pdf

⁶ www.timeshighereducation.com/sites/default/files/vcpayjune2017.pdf

⁷ www.timeshighereducation.com/sites/default/files/vcpayjune2017.pdf

⁸ www.timeshighereducation.com/sites/default/files/vcpayjune2017.pdf

(based on the £63,000 for the period from 1/4/2016 to 31/7/2016) and would hence be significantly lower than the UK mean of £257,904. This would be roughly mid-range when compared to the emoluments for the Vice-Chancellors of other small UK universities (based on income) (e.g. Newman University, University of Cumbria, University of Gloucestershire, St Marys University Twickenham, Chichester University, Abertay University, University of St Mark and St John, Buckinghamshire New University, Queen Margaret University Edinburgh, University of Bolton, Leeds Trinity University, Falmouth University, Liverpool Hope University), as illustrated by the 2015/16 figures for those universities in the 2017 Times Higher Education Survey of Vice-Chancellors' Salaries⁹.

Senior staff

10. The number of employees at Welsh universities receiving emoluments in excess of £100,000 are also provided at **Annex A**.
11. Cardiff University had by far the largest number of staff in Wales that were in receipt of emoluments of over £100,000, in 2015/16, at 128. This represented a slight decrease from 135 in 2014/15. This is mid-range for Russell Group universities with medical schools, for example: University of Exeter 87; University of Bristol 97; University of Liverpool 117; University of Birmingham 132; University of Leeds 138; University of Glasgow 158; University of Manchester 199; University of Edinburgh 203.
12. The Welsh university with the next highest number of senior staff was Swansea University, with 33 staff earning over the £100,000 per year disclosure threshold, an increase from 28 in 2014/15. Bangor University had 18 staff paid over the £100,000 disclosure threshold, an increase of one from 17 in 2014/15.
13. All other Welsh universities had less than ten senior staff paid over the £100,000 disclosure threshold.

Gender pay equality

14. By July 2016 half of the Welsh universities had appointed female Vice-Chancellors, namely Aberystwyth University, Cardiff Metropolitan University, University of South Wales and Wrexham Glyndŵr University.
15. Information from the Higher Education Statistic Agency (HESA) staff record on the average pay for different categories of senior staff is provided by gender for each institution at **Annex A** (Full Time Staff only). It should be noted that, in some instances, figures have not been shown due to the small population size. Even where figures are given the small population means that changes in composition can have marked effects and this makes it difficult to draw very firm conclusions.

⁹ www.timeshighereducation.com/sites/default/files/vcpayjune2017.pdf

16. The Other Senior Academic category includes those contract levels relating to the Vice-Chancellor, Deputy Vice-Chancellor and Pro-Vice-Chancellor roles and other senior academic roles such as Registrar, Academic Heads and Directors. The average salary for Full Time Other Senior Academic staff was lower for female staff at Bangor University, Cardiff Metropolitan University, Swansea University, the University of Wales Trinity Saint David and Wrexham Glyndŵr University and higher at Cardiff University and the University of South Wales. Whilst this may indicate that, in some instances, there is a gender pay gap, it is difficult to draw meaningful conclusions due to the small population size for this category of staff at each institution (the population size for Other Academic Staff at Aberystwyth University was too low to publish figures). The average salary for Full Time Professors was lower for female staff at all Universities except Cardiff Metropolitan University and for Managers, Directors and Senior Officials was lower for female staff at all Universities. Overall, this indicates that there is still a gender pay gap in Welsh universities for senior staff categories, with gender balance more notable as a challenge at the senior levels in all organisations. Links are provided to universities' Strategic Equality Plans in the Annexes, with the plans setting out each institution's objectives for addressing the gender pay gap.
17. Some Universities have also undertaken more general work on gender pay through the Women Adding Value to the Economy (WAVE) Programme¹⁰. HEFCW is also supporting work on this issue by the Equality Challenge Unit (ECU) who publish UK HE pay gap statistical analysis and produce sector specific guidance¹¹. The ECU report 'Equality in higher education: staff statistical report 2016'¹², based on 2014/15 data, shows that the gender pay gap for Professors was lower in Wales than for other UK nations/regions. Similarly, ECU data which is to be published in due course, shows that this trend has been repeated in 2015/16.

¹⁰ The WAVE Programme funded by the European Social Fund, through the Welsh Government and key partners: the University of South Wales, The Women's Workshop @ BAWSO and Cardiff University (CU) www.cardiff.ac.uk/_data/assets/pdf_file/0014/104603/Working-Patterns-In-Wales.pdf

¹¹ www.ecu.ac.uk/publications/promoting-equality-in-pay/

¹² www.ecu.ac.uk/guidance-resources/using-data-and-evidence/statistics-report/

Conclusion

18. Universities in Wales operate in a UK and international marketplace (e.g. in respect of student recruitment, research and staff recruitment), with UK and international league tables now widely published. Consequently the pay of University Vice-Chancellors, and other senior staff, in Wales needs to be broadly comparable with that for other UK universities, if Welsh institutions are to be able to attract talented and ambitious individuals to these key roles. The published information indicates that salaries of senior staff in Wales are broadly comparable, although in all but one instance Vice-Chancellors' total emoluments were below the overall UK mean and largely lower than those for the Vice-Chancellors of UK comparator institutions. The published information also indicates that there is a gender pay gap for senior staff at Welsh universities, although the existence and scale of any gap varies by staff category and institution.

Further development of reporting for 2016/17

19. All Welsh universities are now working towards the development and publication of Annual Pay Policy Statements. Information on these Annual Pay Policy Statements will be provided in the report on Senior Staff pay in Universities in Wales for 2016/17. In addition, it is expected that additional information on the ratio of the highest to median salaries will be provided to HEFCW by the universities and included within the 2016/17 report. Further information on gender pay equality for senior staff will also be included, drawing on universities' Strategic Equality Plans and other sources where appropriate.

Aberystwyth University

1. Emoluments of Vice-Chancellor

	2015/16 £000	2014/15 £000
Salary*	236	223
Pension contributions	17	24
Benefits in kind	1	1
Total	254	248

*Includes non-pensionable allowance of £52,000 in both 2014/15 and 2015/16. Also includes a bonus of £20,000 in 2014/15 and £31,000 in 2015/16. In addition to the emoluments outlined above, £102,489 was paid to the Vice-Chancellor following the conclusion of her employment at Aberystwyth University.

Following the announcement of the departure of the Vice-Chancellor, the executive responsibilities of the Vice-Chancellor were assumed by the Acting Vice Chancellor (previously the Pro Vice-Chancellor for Student Experience and International) from 1/2/2016. In addition to the emoluments for the Vice-Chancellor outlined above, the Acting Vice-Chancellor was paid a salary of £61,000, a non-pensionable allowance of £14,000 and pension contributions of £11,000 for the period from 1/2/2016 to 31/7/2016.

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band:

	2015/16 Number	2014/15 Number
£100,000-£109,999	1	1
£110,000-£119,999	2	2
£120,000-£129,999	1	0
£130,000-£139,999	0	0
£140,000-£149,999	0	0
£150,000-£159,999	0	0
£160,000-£169,999	0	0
£170,000-£179,999	0	0
£180,000-£189,999	0	0
£190,000-£199,999	0	0
£200,000-£209,999	0	0
£210,000-£219,999	0	0
£220,000-£229,999	1	1
Total numbers	5	4

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	1,365	1,440
Number of Key Management Personnel	16	16

No senior staff received compensation for loss of office in 2015/16 or 2014/15.

3. Remuneration Committee

Yes.

The Senior Remuneration Committee is constituted to consider and determine matters relating to the remuneration of Senior Staff at the University, within an overall framework approved by the Council as part of this sub-committee's defined terms of reference. A copy of its terms of reference can be found at: www.aber.ac.uk/en/media/departmental/governance/termsofreference/Senior-Remuneration-Committee.pdf.

The Committee's membership is wholly composed of Independent Members, with the Vice-Chancellor, the Director of Human Resources, and the University Secretary in attendance as appropriate during meetings.

In agreeing any changes to the remuneration of the Vice-Chancellor, the Pro Vice-Chancellors and other members of the University Executive Group, the Senior Remuneration Committee is mindful of the affordability of any such determinations. All decisions taken by the Senior Remuneration Committee is reported to the Council.

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only).

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic ¹³	*	*	*
Professor	67,667	72,679	71,989
Managers, Directors and Senior Officials	48,820	49,492	48,423

* Figures not published as average based on a population of seven or fewer

¹³ No data available

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan¹⁴.

¹⁴ www.aber.ac.uk/en/media/departmental/equalityanddiversity/pdf/strategiequalityplan/ENG-Strategic-Equality-Plan--31-5-2017-update---publish.pdf

Bangor University

1. Emoluments of Vice-Chancellor

	2015/16 £000	2014/15 £000
Salary	245	228
Pension contributions	2	0
Benefits in kind	0	0
Total	247	228

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band:

	2015/16 Number	2014/15 Number
£100,000-£109,999	2	3
£110,000-£119,999	5	3
£120,000-£129,999	4	4
£130,000-£139,999	3	2
£140,000-£149,999	1	1
£150,000-£159,999	1	2
£160,000-£169,999	1	1
£170,000-£179,999	0	0
£180,000-£189,999	0	0
£190,000-£199,999	0	0
£200,000-£209,999	0	0
£210,000-£219,999	0	0
£220,000-£229,999	0	1
£240,000-£249,999	1	0
Total numbers	18	17

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	1,353	1,263
Number of Key Management Personnel	9	9

No senior staff received compensation for loss of office in 2015/16 or 2014/15.

3. Remuneration Committee

Yes.

Details of the Remuneration Committee's composition and Terms of Reference are available to staff on the website at www.bangor.ac.uk/about/docs/Ordinances-April-2014.docx.

The minutes from The Remuneration Committee are presented to Council for approval. Council minutes are available on www.bangor.ac.uk/universitymanagement/minutes-and-reports/council.php.en.

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only).

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic	*	76,343	74,100
Professor	69,548	70,184	70,027
Managers, Directors and Senior Officials	55,152	59,920	57,995

* Figure not published as average based on a population of seven or fewer

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan ¹⁵.

¹⁵ www.bangor.ac.uk/humanresources/equalitydiversity/Strategic_Equality_Plan_2016_EN.pdf

Cardiff University

1. Emoluments of Vice-Chancellor

	2015/16 £000	2014/15 £000
Salary*	252	248
Pension contributions	41	39
Benefits in kind	1	1
Total	294	288

*Includes a bonus of £6,000 in 2014/15 and £8,000 in 2015/16.

In addition to the emoluments above, there is a 5 year deferred bonus arrangement in place. A maximum of £49,000 will be payable in December 2017 if performance targets are met.

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band:

	2015/16 Number	2014/15 Number
£100,000-£109,999	47	57
£110,000-£119,999	37	36
£120,000-£129,999	15	14
£130,000-£139,999	10	8
£140,000-£149,999	5	6
£150,000-£159,999	5	3
£160,000-£169,999	5	5
£170,000-£179,999	0	2
£180,000-£189,999	2	3
£190,000-£199,999	2	1
Total numbers	128	135

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	1,910	1,825
Number of Key Management Personnel	12	12

In addition, a number of senior staff received compensation for loss of office. The total cost of this compensation for loss of office was as follows:

	2015/16 £'000	2014/15 £'000
Total compensation for loss of office and	379	58

(Number of staff compensated)	(5 staff members)	(1 staff member)
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3. Remuneration Committee

Yes.

The composition and duties, powers and terms of reference of the Remuneration Committee can be found in section D of Ordinance available at www.cardiff.ac.uk/about/organisation/governance/charter-statutes-ordinances.

In summary, the Committee shall review and determine the salaries, terms and conditions and, where appropriate, severance conditions of the President and Vice-Chancellor and such other members of staff as the Council deems appropriate including non-clinical Professors and those on equivalent academic and related grades, taking into account comparative information on salaries and other emoluments and conditions of service in the university sector and elsewhere as appropriate.

The Senior Staff Reward Policy which the Remuneration Committee is responsible for is published on our intranet <https://intranet.cardiff.ac.uk/staff/your-employment/pay-pensions-and-benefits/senior-staff-pay> and will shortly be available on our external website.

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only). Note that the data in the table therefore excludes all part time staff, and as such is not the complete picture on gender pay at the University.

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic	111,443	96,037	98,601
Professor	78,416	85,817	84,052
Managers, Directors and Senior Officials	42,378	47,648	44,578

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan ¹⁶.

¹⁶ www.cardiff.ac.uk/_data/assets/pdf_file/0011/169238/2016-Strategic-Equality-Plan-v0.4.pdf

Cardiff Metropolitan University

1. Emoluments of Vice-Chancellor

	2015/16 £000	2014/15 £000
Salary	235*	199
Benefits in kind in lieu of pension contributions	25	25
Benefits in kind other	18	16
Total	277	240

*Includes a payment in lieu of annual leave of £29,230. Excluding this payment the total emoluments were approximately £248,000.

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band¹⁷:

	2015/16 Number	2014/15 Number
£100,000-£109,999	1	1
£110,000-£119,999	0	1
£120,000-£129,999	3	3
£130,000-£139,999	1	1
£140,000-£149,999	1	1
£150,000-£159,999	1	0
£160,000-£169,999	0	0
Total numbers	7	7

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	1,088*	1,017*
Number of Key Management Personnel	7*	7*

*A proportion of salary costs and FTEs relate to other duties

No senior staff received compensation for loss of office in 2015/16 or 2014/15.

3. Remuneration Committee

Yes.

No information is made available to staff on the University's intranet about Remuneration Committee business.

¹⁷ Figures have been re-stated by the University

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only).

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic	61,162	66,480	63,767
Professor	*	69,353	69,625
Managers, Directors and Senior Officials	55,944	70,337	65,389

* Figure not published as average based on a population of seven or fewer

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan ¹⁸.

¹⁸www.cardiffmet.ac.uk/about/structureandgovernance/Documents/Equality%20and%20Diversity/Strategic%20Equality%20Plan%20and%20Action%20Plan%2016-20.pdf

Swansea University

1. Emoluments of Vice-Chancellor

	2015/16 £000	2014/15 £000
Salary	245	242
Pension contributions	0	0
Benefits in kind	6	5
Total	251	247

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band:

	2015/16 Number	2014/15 Number
£100,000-£109,999	11	9
£110,000-£119,999	7	8
£120,000-£129,999	4	0
£130,000-£139,999	3	3
£140,000-£149,999	2	1
£150,000-£159,999	2	3
£160,000-£169,999	3	2
£170,000-£179,999	0	1
£180,000-£189,999	0	0
£190,000-£199,999	0	0
£200,000-£209,999	0	0
£210,000-£219,999	0	0
£220,000-£229,999	0	0
£230,000-£239,999	0	0
£240,000-£249,999	1	1
Total numbers	33	28

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	1,198	1,129
Number of Key Management Personnel	7	7

In addition, a member of senior staff received compensation for loss of office in 2014/15. The total cost of this compensation for loss of office was as follows. No compensation for loss of office was paid in 2015/16:

	2015/16 £'000	2014/15 £'000
Total compensation for loss of office	0	140

3. Remuneration Committee

Yes.

The University notes that:

The University's Strategic Plan will only be delivered if we have a workforce capable of delivering it. To do so the University's workforce needs to:

- *have the appropriate skills and experience – through workforce planning and recruitment of the right people with the right skills at the right time and the development of existing staff to deal with the rapidly changing University environment,*
- *understand expectations – through communication and engagement of staff,*
- *develop, appropriately to achieve those expectations – through professional and personal development*
- *be motivated rewarded and challenged to fulfil expectations – through creating the right conditions for people to perform at their best.*

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only).

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic	*	106,749	104,308
Professor	65,210	75,079	73,434
Managers, Directors and Senior Officials	49,613	53,976	52,139

* Figure not published as average based on a population of seven or fewer

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan ¹⁹.

¹⁹ www.swansea.ac.uk/media/Strategic%20Equality%20Plan%202016-2020.pdf

University of South Wales

1. Emoluments of vice chancellor

	2015/16 £000	2014/15 £000
Salary	222	220
Pension contributions	0	0
Benefits in kind	3	2
Total	225	222

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band²⁰:

	2015/16 Number	2014/15 Number
£100,000-£109,999	0	1
£110,000-£119,999	1	0
£120,000-£129,999	0	0
£130,000-£139,999	3	3
£140,000-£149,999	0	0
£150,000-£159,999	0	0
Total numbers	4	4

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	958	796
Number of Key Management Personnel	6	5

No senior staff received compensation for loss of office in 2015/16 or 2014/15.

3. Remuneration Committee

Yes.

The University publishes on its intranet, information about its Remuneration Committee, including details of:

- Membership (drawn from the Board of Governors);
- Composition;
- Terms of Reference;

²⁰ Figures have been re-stated by the University

- Requirements for quorate meetings;
- Notes about meeting arrangements, including:
 - Minute taking
 - Provision of advice to the committee;
 - Minutes are sent to the Board of Governors as reserved items;
- Dates of meetings for the next year.

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only).

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic	64,214	61,698	62,605
Professor	60,547	62,332	61,898
Managers, Directors and Senior Officials	52,890	58,723	56,223

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan ²¹.

²¹ http://hr.southwales.ac.uk/media/files/documents/2016-04-20/USWGroup_Strategic_Equality_Plan_2016_to_2020.pdf

University of Wales Trinity Saint David

1. Emoluments of Vice-Chancellor

	2015/16 £000	2014/15 £000
Salary	218	212
Pension contributions	39	36
Benefits in kind	14	14
Total	271	262

The Vice-Chancellor is also Vice-Chancellor of the University of Wales who make a 20% contribution to the above costs which are stated gross.

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band:

	2015/16 Number	2014/15 Number
£130,000-£139,999	2	3
Total numbers	2	3

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	1057	858
Number of Key Management Personnel	8	5

The above cost of compensation for key management personnel does not include the cost of key management employed by the University of Wales, but working across both institutions. These costs (£68,000 in 2015/16 and £40,000 in 2014/15) were included in the financial statements under other operating expenses.

No senior staff received compensation for loss of office in 2015/16 or 2014/15.

3. Remuneration Committee

Yes.

The Terms of Reference for the University's Senior Remuneration Committee are available for staff to access via the staff intranet.

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only)[#].

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic	61,530	68,996	66,508
Professor	*	*	*
Managers, Directors and Senior Officials	63,141	65,770	64,455

* Figures not published as average based on a population of seven or fewer

[#] Figures have been re-stated by University

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan ²².

²² www.uwtsd.ac.uk/media/uwtsd-website/content-assets/documents/strategies-policies/strategic-plan-equality-2016-2020.pdf

Wrexham Glyndŵr University

1. Emoluments of Vice-Chancellor

	2015/16 £000	2014/15 £000
Salary	62	293
Pension contributions	10	0
Relocation costs	1	0
Benefits in kind	0	9
Total	73	302

NOTE. An additional £189,435 was paid to an Interim Vice Chancellor, employed through an agency, between February 2015 and 31/7/2015. The Current Vice Chancellor took up post from 1/4/2016, so the 2015/16 salary represents only the salary for 1/4/2016 to 31/7/2016. An additional £270,581 was paid to an Interim Vice Chancellor employed through an agency, between 1/8/2015 and 31/3/2016.

2. Analysis of Employees' Emoluments (excluding employers' pension contributions)

Number of employees by £10,000 band:

	2015/16 Number	2014/15 Number
£100,000-£109,999	0	1
Total numbers	0	1

The total employment cost for key management personnel, and the number of staff to which that relates, was as follows:

	2015/16	2014/15
Key Management Personnel Employment Cost £'000	900	620
Number of Key Management Personnel	6	4

For 2015/16 the Key Management Personnel figure was split £306k paid to directly employed staff and the University had also engaged interim resources covering Vice Chancellor, Deputy Vice Chancellor and Director of Finance roles, who were remunerated via payments to the recruitment agency, disclosed as other operating costs to the net sum of £594k to 31 July 2016.

In addition, a member of senior staff received compensation for loss of office in 2014/15. The total cost of this compensation for loss of office was as follows. No compensation for loss of office was paid in 2015/16:

	2015/16 £'000	2014/15 £'000
Total compensation for loss of office	0	156

3. Remuneration Committee

Yes.

During 2015/16 the Human Resources Committee also met as the Remuneration Committee on three occasions. During these meetings the Committee considered the roles that are to be designated as 'senior post-holders' in line with Instrument and Articles and following the move from an interim to a permanent senior management team. They also discussed the remuneration of the designated 'senior post-holders' approved by the Board, and reviewed the Board's remuneration policy and procedure. A report on the work of the Remuneration Committee was made to the full Board. On the advice of the Human Resources Committee in July 2016, the Board approved the establishment of a stand-alone Remuneration Committee with separate terms of reference and the inclusion of the Chair of the Strategy and Finance Committee within the Remuneration Committee's membership.

4. Gender Pay Equality

The HESA Staff Record provides the following information on average salaries by gender in 2015/16 for senior staff categories (Full Time Staff only).

Average salary 2015/16 from HESA Staff Record	£		
	Female	Male	All
Other Senior Academic	*	70,418	68,741
Professor	*	*	*
Managers, Directors and Senior Officials	48,525	48,796	48,667

* Figures not published as average based on a population of seven or fewer

Further information on the University's objectives in relation to pay and gender is provided in the University's Strategic Equality Plan ²³.

²³ www.glyndwr.ac.uk/en/AboutGlyndwrUniversity/Governance/TheFile-64499-en.pdf