

Staff Remuneration

The University Council operates in accordance with the Committee of University Chairs' (CUC) Higher Education Code of Governance (2018 Revision) and the CUC's Higher Education Senior Staff Remuneration Code.

The Council has agreed Operational Guidelines which aim "to ensure that the Council conducts itself in accordance with accepted standards of behaviour in public life, embracing selflessness, integrity, objectivity, accountability, openness, honesty and leadership". None of the independent members receive payment for the work they do for the University, but may claim reimbursement of reasonable expenses. A Register of Interests of all Council members is retained by the Secretary to Council.

The Council has taken due regard of the CUC HE Senior Staff Remuneration Code and the CUC's "Guidance on decisions taken about severance payments in HEIs".

The Annual Report of the Remuneration and Workforce Strategy Committee follows the structure recommended by the CUC. The disclosures with regard to remuneration in the financial statements have been enhanced and comply with the guidance issued by the CUC.

Staff costs or the year ending July 2020

	Year ended 31 July 2020		Year ended 31 July 2019	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Salaries	73,466	72,788	70,116	69,353
Social security costs	7,349	7,269	8,031	7,961
Employer's pension contributions	21,905	21,747	16,576	16,424
Other staff costs	(785)	(788)	852	843
	101,935	101,016	95,575	94,581
USS pension provision movement	(22,781)	(22,781)	32,270	32,270
	79,154	78,235	127,845	126,851

The average number of staff employed, expressed as full-time equivalents and analysed over activity, is as follows:

	Year ended 31 July 2020 Number	Year ended 31 July 2019 Number
Academic	828	770
Technical	52	51
Administrative	474	437
Clerical, manual and other	408	421
	1,762	1,679

Vice-Chancellor and Chief Executive to median employee pay multiple:

	Year ended 31 July 2020	Year ended 31 July 2019
Basic Salary	7.9	7.6
Total Salary	8.0	7.6

The median employee salary figure used to calculate the above ratio is based on the annual full time salary of all included on the University's payrolls. This includes all individuals that the University includes in its HESA staff record, including any individual service companies who are deemed employees under IR35.

This excludes agency staff, individuals with honorary contracts where the contract is not deemed to be a contract of employment and self-employed individuals outside the scope of IR35. Agency staff are excluded as it is not possible with the current systems and processes in place to identify the equivalent annual salary at an individual level. Agency staff are used for a range of activities across the University, however, they are often not full-time, are charged for via third parties often on a consolidated basis and the rate charged includes a fee to the third party and VAT. Therefore, it is not possible to identify an accurate median salary for these individuals.

Emoluments of the Vice-Chancellor and Chief Executive Professor Alec Cameron:

	Year ended 31 July 2020	Year ended 31 July 2019
	£'000	£'000
Basic Salary	304	299
Benefit Replacement Payment	47	46
Non Taxable Benefits*	-	10
	351	355

* Contractual benefit of two flights for two people from the UK to Australia ceased in November 2018.

The emoluments of the Vice Chancellor and Chief Executive above exclude employer's social security. The Vice Chancellor and Chief Executive is not a member of the USS pension scheme and therefore there were no employer contributions in 2019/20 or 2018/19. The University made a benefit replacement payment in lieu of pension contributions to USS.

The performance of the Vice Chancellor is monitored throughout the year including through 1:1 performance appraisal with the Chair of Council. In previous years Executive officers, including the Vice-Chancellor, have had access to an annual bonus based on a combination of overall University performance against key performance measures agreed by the Remuneration Committee at the outset of the performance cycle and performance against individual objectives agreed with the Chair of Council.

The Remuneration and Workforce Strategy Committee decided not to award bonus payments to the Vice-Chancellor and other eligible members of the University Executive for 2017/18 and to discontinue the Executive Bonus Scheme. The Remuneration and Workforce Strategy Committee may consider one-off bonuses in very rare cases in accordance with the Senior Pay Policy.

In setting the pay of the Vice-Chancellor the Remuneration and Workforce Strategy Committee uses a variety of benchmark data sets to get a rounded picture of what fair and

competitive base pay looks like for the role at Aston University. The primary comparison is carried out using several different data 'cuts' of the UCEA Senior Staff Remuneration Report which provide a well-rounded picture of where the incumbent sits relative to the wider Higher Education Sector. The conclusion of that comparison has determined that the base and total reward for the role at Aston University is fairly positioned against the market.

The Remuneration and Workforce Strategy Committee commissioned an independent external review of senior remuneration which reported in September 2018. This included an analysis of the Vice-Chancellor's reward using different metrics to help form a more-rounded picture of the appropriate level of pay when set against the University's performance against a variety of measures. This review also used an analysis against the wider private and public sectors to provide a benchmark of levels of pay for senior roles found in these markets. This analysis similarly concluded that the remuneration of the Vice-Chancellor is fair, appropriate and justifiable.

Basic remuneration of other Higher Paid Staff, excluding employer's Social Security and pension contributions:

Basic salary per annum	Year ended	Year ended
	31 July 2020	31 July 2019
	Number	Number
£100,000 to £104,999	7	6
£105,000 to £109,999	3	6
£110,000 to £114,999	3	1
£115,000 to £119,999	3	4
£120,000 to £124,999	3	2
£125,000 to £129,000	-	1
£130,000 to £134,999	1	4
£135,000 to £139,999	3	1
£140,000 to £144,999	2	2
£150,000 to £154,999	1	-
£165,000 to £169,999	1	1
£185,000 to £189,999	1	1
£270,000 to £274,999	1	1
£295,000 to £299,999	-	1
£305,000 to £304,999	1	-
	30	31

The following compensation for loss of office was paid during the 2019/2020 year in accordance with University policy:

	Year ended 31 July 2020	Year ended 31 July 2019
	£'000	£'000
Compensation paid for loss of office	1,084	419
Number of individuals	62	41