



Remuneration Annual Report 2021

Introduction

The University believes that pay should be attractive, competitive, and managed through a robust and consistent framework. In addition, it believes that the performance of staff may be enhanced through appropriate reward arrangements for outstanding performers. Governance of pay, terms and conditions and employee benefits is therefore vitally important to ensure that the University offers a compelling employment package, whilst ensuring equality, equity, consistency, fairness and risk management.

The University is a top 10 UK university and uses remuneration as one of the tools to attract and retain academic and professional services talent. The University's People Strategy sets out five priorities as follows:

- Enabling talent and high performance
- A diverse, respectful and inclusive culture
- Engaging and sustainable reward and recognition programmes
- Workload, wellbeing and resilience
-

Chair of Council. An alternative lay Pro Chancellor chairs the meeting while the Vice Chancellor's pay is being considered. The Chair may invite the Vice Chancellor and Deputy Vice Chancellor to attend to share information related to the remuneration of senior staff who report through them. The Vice Chancellor and Deputy Vice Chancellor will never be asked to attend for any discussion about or decision on their own remuneration. Further details about the Remuneration Committee including membership, terms of reference and meeting dates are available from:

<http://www.lboro.ac.uk/committees/remuneration/>

¹ Grade 9 includes all professorial staff and a small number of senior appointments within Professional Services.

Vice-Chancellor
Deputy Vice-Chancellor
Chief Operating Officer
Director of Finance
Pro Vice-Chancellor (Research)
Pro Vice-Chancellor (Teaching)
Pro Vice-Chancellor (Enterprise)

In considering the appropriate reward for the senior officers, Remuneration Committee will ensure that the reward arrangements set out by the University are applied consistently and fairly to this group of staff. Remuneration Committee will also consider the following:

The institution's performance against the University Strategy and its strategic ambitions

- o A distinctive international reputation for excellence
- o A life-shaping student experience
- o Outstanding partnerships to deliver social, economic and cultural prosperity
- o A culture of delivering excellence in all that we do
- o One outstanding university: two vibrant campuses

Note that particular consideration to priority elements of the strategy are considered on a year by year basis.

The size and complexity of the organisation

The external market and the University's performance against its competitors

The University's success (or otherwise) in attracting and retaining the most talented people at the highest level

The institution's equality and diversity strategy

University and Colleges Employer Association's Senior Staff Remuneration Survey

Committee of University Chairs' Vice-Chancellor Salary Survey

The University's Remuneration Committee has also made arrangements to enable staff who have reached or are close to reaching their pension lifetime tax allowance to receive a payment in lieu of employer's pension contributions if they choose to opt out of the pension scheme or to access certain options within the scheme. Remuneration Committee oversees this arrangement to ensure it is applied consistently.

Institution Performance

As the Vice-Chancellor was due to retire on 31st July 2021, a review of his salary was not carried out. It was noted that the new Vice-Chancellor was due to take up his position on 1st October 2021.

	2020/21	2019/20	2018/19	2017/18	2016/17
Salary	297,570	297,570	283,400	260,000	240,000
Excellence reward	NIL	NIL	NIL	NIL	NIL
Benefits	NIL	NIL	NIL	NIL	NIL
Subtotal	297,570	297,570	283,400	260,000	240,000
Additional for pension	30,342	30,427	28,780	8,618	NIL
Pension costs	17,333	17,090	15,414	36,052	43,200
Total	345,247*	345,087	327,594	304,670	283,200

* this