

REMUNERATION COMMITTEE

Executive Summary of the Meeting held on Thursday 27 May at 1400hrs
provided for Council at its meeting on 28 July 2021

The full unconfirmed minutes are available on request from the University Secretary.

Interim Director of HR's Report (RC.20-21/14)

The Committee **considered** the contextual update HR Report and three recommendations for Committee approval in relation to Senior Pay Review. The Report provided a contextual update to the Committee on the University's financial position as context for the pay review proposals, inflationary pressures, the 2021-22 Joint Negotiating Committee for Higher Education Staff (JNCHES) pay negotiations, Statutory Living Wage increases, the University's work on Low Pay, the current position in relation to USS and the University's gender pay gap action plan. The Committee welcomed work to improve parity and fairness in pension provisions for lower-paid staff as was a seamless transition from UoYPF to USS which did not deter staff accepting promotions between Grades 5 and 6 and above for pension affordability reasons. The Committee was also pleased to hear that the management was seeking to address the basis for this, and ways to rebalance gender representation were being explored. A wider piece of work was being undertaken to understand what would be an appropriate contractual relationship for GTAs, including holiday and sick pay, and would be concluded by September 2021. The Committee sought further understanding on whether there was a trend towards female professors within this sub-median group. The Interim HR Director would commission further data analysis to be presented to the next meeting of the Committee, following review by the Remuneration Sub-Group. **The Committee approved two principles: 1) that of a pay award for Senior Staff in 2021. The award would not be differentiated based on performance rating as a one-off annual exception, given the anticipated moderate level of the award and the disruption to the performance review cycle for 2020-21; 2) a pay award for Senior Post-holders in 2020-21. However, given the scrutiny of senior remuneration and the direction provided in the CUC HE Senior Staff Remuneration Code, it was recommended that awards would remain aligned to individual performance. However, in doing so the overall pay pot should be no greater than the National Pay Award plus the spend on incremental pay for Framework staff.**

Report on annual allowances payments for clinical academics in NHS pensions (RC20-21/14a) The Committee **considered** a paper on the implications of a temporary provision for clinical academics in the NHS Pension Scheme, which allowed clinical academics who had an annual allowance charge generated through the Scheme Pays facility (where an individual exceeds the Annual Allowance) to be reimbursed at retirement for this deduction. **Chair's Action to effect this change would be taken by the Vice-Chancellor and President on behalf of UEB.**

Report on University Severance payments and remuneration Decisions for individuals earning £100k+ 01 August 2020 to 30 April 2021 (RC20-21/15) The Committee **considered** a report on Severance and Redundancy payments and remuneration decisions for individuals earning over £100,000 per annum from 01 August 2020 to 30 April 2021. The Committee noted the significant increase in the value of severance payments from 2019/20, due to the Voluntary Options programme, and it also sought confirmation of the annualised salary savings realised by the Voluntary Severance Options.

Update on Advance HE Independent Review of of the HE Senior Staff Remuneration Code (RC20-21/16) The Committee **considered** a summary of the key findings and University implications of the Advance HE Independent review of the CUC HE Senior Staff Remuneration Code (December 2020). The Committee commented on the reflections in the paper relevant to the University, including under the 'transparency' finding theme: transparency, accessibility and comprehensiveness of the annual remuneration statement; ensuring the Head of Institution was not a member of the Committee, which had been explicit and evident at York since the initial introduction of the Code, and considering the staff and student voice in remuneration governance.

RESERVED BUSINESS C.20-21/104

Senior Manager Pay Policy and associated proposed amendments to the Senior Staff Remuneration Framework (RC.20-22/17) The Committee **considered** minor amendments to the Senior Staff Remuneration Framework to account for internal promotions which were to such a level that the 5% or minimum of the salary range (whichever was the greater) was not applicable. It was therefore proposed that the Remuneration Framework was amended to align the direction on promotion to the direction on appointment. The Committee **approved the amendments to the Senior Staff Remuneration Framework, and requested gender pay analysis in relation to Professorial Staff at its October 2021 meeting, following consideration by Remuneration Sub-Group.**

Dr Adam Dawkins
University Secretary
Secretary to Remuneration Committee
July 2021

