

Annual Report of Remuneration Committee

The Remuneration Committee is responsible for setting the remuneration of the President and Vice-Chancellor and other members of the University Executive Board (UEB).

The membership of the Committee is comprised solely of independent members of Council. The Committee is chaired by a Pro-Chancellor and the Chair of Council is also a member. The President and Vice-Chancellor is not a member of the Committee. No member of staff is present for the discussion of their own remuneration or when the Committee makes decisions on the reward of members of the University Executive Board.

The Committee met four times during 2022/23. The attendance of members at meetings was as follows.

	Eligible to attend	Actually attended
Sir Richard Atkins	4	4
Sarah Buck OBE	4	4
Graham Cole CBE	4	4
Salam Katbi	4	2
Quentin Woodley	4	4

The Committee publishes a full annual report as recommended by the Committee of University Chairs. This is available on the Remuneration Committee section of the University website together with the Committee's updated Executive Reward Policy and Terms of Reference.

At the beginning of the year, the Committee reviewed the achievement of institutional targets and personal objectives for the 2021/22 financial year. Taking account of these assessments, the Committee made decisions on the level of performance related reward which should be paid under the Executive Performance Reward Scheme to recognise the achievement of personal and institutional objectives in 2021/22.

The Committee also agreed its annual report for 2021/22 and its schedule of work for 2022/23.

The Committee reviewed the base salaries of members of the University Executive Board. Taking account of market data, affordability and, performance, the Committee agreed increases, effective from August 2023, for a number of members of UEB, including the President and Vice-Chancellor. (Further information on the reward arrangements for the President and Vice-Chancellor are given in the Staff Costs section of the Financial Statements on page 79.) These decisions increased the pay bill of UEB by 0.9%.

At its first meeting in the autumn term 2023, the Committee reviewed the achievement of the institutional targets and personal objectives for members of the University Executive Board which had been agreed for 2022/23. Taking account of these assessments the Committee made decisions on the performance rewards which should be paid under the Executive Performance Reward Scheme to recognise the achievement of these institutional and personal objectives.

Further information about the Executive Performance Reward Scheme is provided in the Committee's annual report available on the Remuneration Committee section of the University website.

Sir Richard Atkins

Chair of the Remuneration Committee

President and Vice-Chancellor Salary

University Context and institutional Performance 2022/23

The reward of the President and Vice-Chancellor reflects the level of responsibility and skills required to lead a complex institution, with a turnover of £633 million, in a challenging and globally competitive environment. The President and Vice-Chancellor leads the development and delivery of the institution's Strategy 2030¹ to ensure the continued growth and success of the University. In 2023, the University achieved a Gold rating in the Teaching Excellence Framework, underpinned by Gold ratings in each of the two aspects of the assessment, both Student Experience and Student Outcomes, and was shortlisted for the Times Higher Education University of the Year.

In 2022/23 the University achieved a rise of 10 places in the influential QS World University Rankings to 153rd and this success was mirrored in our performance in The Times and Sunday Times Good University Guide 2024 where we rose 4 places to 11th in the UK, and were named runners up in the Guide's University of the Year' category. The University also witnessed its most successful year of philanthropic endeavours and was ranked first in the Russell Group for overall satisfaction in the National Student Survey 2022. The University was ranked first in the world in Clean Water and Sanitation and amongst the very best in Europe for Climate Action and Zero Hunger according to the THE Impact Rankings 2023. In recognition of our growth in stature in terms of our research and knowledge exchange activity, the University was reclassified in the Knowledge Exchange Framework.

The University's achievement in 2022/23 are detailed in the "How we performed" section of the Annual Report.

Remuneration Decisions

Decisions on the reward of the President and Vice-Chancellor are made by the University's Remuneration Committee (which is composed solely of independent members of the University's Governing Body) taking account of the level of responsibility, market data for the remuneration of Vice-Chancellors at competitor institutions, the achievement of strategic goals, the institution's national and international rankings and performance against strategic performance metrics.

The remuneration received by Professor Roberts in the year ended 31 July 2023 was:

- a base salary of £290,000 per annum.
- a performance award (under the Executive Performance Reward Scheme) of £50,750 (17.5% out of a potential 20%), recognising the achievement of institutional and personal performance targets agreed at the commencement of the year.

	2022/23	2021/22
Emoluments of the President and Vice-Chancellor	Total (£000)	Total (£000)
Salary	290	275
Performance related remuneration	51	48
Total pay made	341	323
Employer pension contributions	63	59
Other taxable benefits	1	-
Other non-taxable benefits	N/A	N/A
Total Emoluments	405	382

- The University paid pension contributions to the Universities Superannuation Scheme (USS) at the same level paid for other members of USS.

Recognising the importance of the President and Vice-Chancellor to the achievement of the University's strategic aims, the University also meets the cost of private health insurance.

Pay Ratios

The Office for Students' methodology for calculating pay ratios includes anyone paid during the financial year, including workers engaged on an occasional basis and both leavers and their replacements, irrespective of how long they worked during the year. Total pay includes employer pension contributions/allowance in lieu of employer pension contributions and taxable benefits. Pay for part-time and hourly paid workers have been pro-rated up to the full-time equivalent. Unlike some other higher education institutions, the University of Exeter has not contracted out services on a significant scale.

Based on the OfS methodology:

- The ratio between the President and Vice-Chancellor's basic salary in 2022/23 and the median basic salary of all other persons employed by the University in the 2022/23 financial year, including leavers and workers engaged on an occasional basis, is 8.9. (2021/22: 9.4);
- The ratio between the President and Vice-Chancellor's total reward in 2022/23 and the median total reward of all other persons employed by the University in the 2022/23 financial year, including leavers and workers engaged on an occasional basis, is 9.2. (2021/22: 10.6).

The figures excluding leavers and workers engaged on an occasional basis are:

- The ratio between the President and Vice-Chancellor's basic salary and the median basic salary of all other persons employed by the University in the 2022/23 financial year is 7.1. (2021/22: 8.0);
- The ratio between the President and Vice-Chancellor's total reward in 2022/23 and the median total reward of all other persons employed by the University in the 2022/23 financial year is 7.3. (2021/22: 9.4).

¹ www.exeter.ac.uk/strategy2030