

## Annual Report of the Remuneration Committee, Wiltshire College & University Centre to the Corporation, December 2023

### Senior Post Holders within the remit of the Remuneration Committee

- Principal and CEO
- Deputy Principal Corporate Resources
- Deputy Principal Curriculum & Quality
- (The Director of Governance post is equivalent to a senior post holder but is engaged as a contractor)

### Policy on Remuneration for post holders within the remit of the Remuneration Committee

The current policy of the Committee on remuneration is:

- Senior post holders are determined on the basis of spot salaries and are not placed on incremental scales
- Salaries are reviewed in accordance with contract to ensure their continued appropriateness. Comparisons are made with the AoC Annual Pay Survey and the College has tended to pay at the upper quartile of comparator salaries when determining salaries for advertised posts.
- Whilst comparator salaries in the sector will be kept under review on an annual basis, senior post holders shall either receive the same percentage annual pay award as the remainder of college staff, or shall receive no percentage rise.
- No performance related pay scheme shall operate for senior post holders

The Committee is considering whether the policy on remuneration should be adjusted during the 23/24 year, recognising that the AoC comparator pay survey is available relatively late in the year and is based on information which is almost 2 years out of date at the time of publication.

### Policy of the Committee on income derived from external activities

It is the policy of the committee that any income from external activities which is attracted to the college by senior post holders shall have no effect on salary. Any fees that senior post holders may be paid for external activities which derive from their college work shall be paid to the college and not to the individual.

### Pay Multiple of the Principal and Chief Executive and the median earning of the institution's whole workforce

The Principal's salary, which has been compared to the AoC Senior Pay survey data and considered comparable, is currently a multiple of 5.67 (2022 = 5.22) of the median salary of the college staff. This is considered to be well within the acceptable range in accordance with the AoC Senior Post Holder Remuneration Code.

### The Committee's choice of comparator colleges or organisations

In reviewing salaries annually, the committee has used the Association of Colleges Senior Pay Survey data, a survey of colleges nationally, for comparator purposes.

Note of actions during the year

The Committee met in March 23 and reviewed the Principal/CEO, Deputy Principal Corporate Resources and Deputy Principal Curriculum and Quality salaries against the latest AoC Senior Pay Survey published at that time. Adjustments to salaries were made with effect from 1 3 23 in line with policy.

*Harry Adam, Chair of the Remuneration Committee, December 2023*