

## Meeting of the Remuneration Committee

2.00 pm on Tuesday, 3 November 2020  
in MS Teams

### Agenda

<i>No.</i>	<i>Item</i>	<i>Pages</i>	<i>Presenter</i>
11.	Executive members salary and bonus	41 - 44	DP

**Date of next meeting**  
**2.00 pm on Tuesday, 22 June 2021**

**Members:** Jeremy Parr (Chair), Jerry Cope, Michael Cutbill and Mee Ling Ng

**Apologies:**

**In attendance:**

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	CONFIDENTIAL
Paper title:	Executive Salaries: Recommendations regarding base pay for Executive members with effect from 1 August 2020
Board/Committee	Remuneration Committee
Date of meeting:	02 November 2020
Author:	Marcelle Moncrieffe-Johnson – Chief People Officer
Executive sponsor:	Prof. Dave Phoenix – Vice Chancellor
Purpose:	To agree recommendations for Senior Executive salaries
Recommendation:	To agree the recommendations for Senior Executive salaries.

## Executive Summary

After review against the latest benchmark data from the UCEA Senior Staff Remuneration Survey 2019, I am making the recommendations below on base pay.

For comparison the pay increase for the majority of staff is 0%. The average increment increase between spinal points is 2.8% however only 38% of our staff received increments last year. In line with Remcom Guidance, this provides a 2.8% for allocation if required.

Recommendations:

Name	Uplift
P Bailey	0%
R Flatman	0%
D Johnston	0%
N Louis	0%
P Ivey	0%
J Stevenson	0%
W Turner	0%
F Morey	0%
M Moncrieffe-Johnson	0%

## 1. Recommended Base Pay Proposals for Senior Post Holders:

The following show pay against the UCEA median which is based on all HEIs taken from the 2019 survey

### 1.1 Provost (Pat Bailey)

Current Pay            £161,746

UCEA median         £150,000

Proposal	0% pay award
New Pay	<b>£161,746</b>

UCEA median for Deputy Vice Chancellor includes role of Provost. Role is already above median.

### 1.2 Chief Finance Officer (Richard Flatman)

Current Pay            £152,293

UCEA median         £152,191

Proposal	0% pay award	0.8FTE
New Pay	£152,293	<b>£121,835</b>

UCEA median is benchmarked against Chief Operating Officer, as there is no category for Chief Finance Officer. The salary is above median. Richard has reduced hours to 0.8FTE.

### 1.3 University Secretary (James Stevenson)

Current Pay            **£98,440**

Note: No appropriate benchmark data available. UCEA survey role defined as Secretary incorporates a bigger remit normally including Registrar. Pay level is not recommended for change

Proposal	0% pay award
New Pay	£98,440

## 2. Recommendation of Base Pay for Executive members:

### 2.1 PVC Education (Deborah Johnston)

Current Pay £122,000

UCEA median PVC £129,612

Proposal	0% pay award
New Pay	£122,000

### 2.2 CBO/DVC Innovation (SBUEL) (Paul Ivey)

Current Pay £145,571

UCEA median DVC £150,000

UCEA median PVC £129,612

UCEA median COO £152,191

Proposal	0% pay award
New Pay	<b>£145,571</b>

### 2.3 Chief Customer Officer (Nicole Louis)

Current Pay £141,261

UCEA median COO £152,191

Proposal	0% pay award
New Pay	<b>£141,261</b>

The recommended increase brings her base pay just below median COO but a COO normally covers most of the professional services and this role doesn't. It closes the gap between this role and the DVC.

### 2.4 Executive Principal Lambeth (Fiona Morey)

Current Pay £123,165

UCEA median: £129,612

AoC Median

College Principal Median - Turnover £20-25M £135 000 (lower quartile £121,900)  
 Turnover £25-30M £141 417 (lower quartile £129 878)

College Turnover currently c£28M

Proposal	0% pay award
New Pay	<b>£123,165</b>

Fiona received the FE pay raise last year and a £5,865 payment from LSBU on 01 August 2020, moving from £117,300 to £123,165. A similar approach is recommended this year to maintain the overall payment at £123,165.

## 2.5 Chief People Officer (Marcelle Moncrieffe-Johnson)

Current Pay £118,000

UCEA median COO £152,191

Proposal	0% pay award
New Pay	<b>£118,000</b>

Marcelle joined the Executive on 01 April 2020, her salary increased from £105,467 (Group Executive Director – People and OD) to £118,000.

The nearest role for benchmarking is COO, however the pay and base is below COO, the UCEA guidance notes are listed below.

Chief People Directors coded at this level would need to have oversight of all or most of the institution’s professional or administrative services function.

## 2.6 PVC/Dean of the School of Health and Social Care (Warren Turner)

Current Pay £115,000

UCEA median PVC £129,612

Proposal	0% pay award
New Pay	<b>£115,000</b>

Warren joined the Executive on 01 April 2020, his salary increased from £104,461 (Executive Dean) to £115,000.