

Annual Report of the Remuneration Committee, Wiltshire College & University Centre to the Corporation, December 2021

Senior Post Holders within the remit of the Remuneration Committee

- Principal and CEO
- Deputy Principal Corporate Resources
- Deputy Principal Curriculum & Quality
- (The Governance Adviser and Clerk to the Corporation 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 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

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 median salary of the total workforce is £24,172 full time equivalent and the Principal's salary, which has been compared to the AoC Senior Pay survey data and considered comparable, is a multiple of 5.79 of the median. 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.

A note of any significant changes

During the past year, the Committee has determined the salaries to be offered to the newly appointed Principal and Deputy Principal Curriculum and Quality and the salary to be advertised for the post of Deputy Principal Corporate Resources.

Harry Adam, Chair of the Remuneration Committee, November 2021