

Annual Report of the Remuneration Committee, Wiltshire College & University Centre to the Corporation, December 2024

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

Senior salaries are normally reviewed annually, referencing the annual pay awards made to all other staff and the Association of Colleges annual Senior Staff Salary survey.

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 basic salary, which has been compared to the AoC Senior Pay survey data and considered comparable, is currently a multiple of 5.88 (2023 = 5.67) 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 activity during the year

Committee membership changed during the year – Membership to April 24 was as follows – Harry Adam (Chair), Carlton Brand, Jenny Davies. Membership from May 24 to July 24 –

Justin Purkis (Chair), Jenny Davies, Carlton Brand. Membership August 24 – to date is Justin Purkis (Chair), Jenny Davies, Janet Bolton.

The Committee met in Jan 24 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 (with some backdating) were made with effect from 1 August 23 in line with policy and with the same percentage rises that had been awarded to other college staff. At the same meeting in January 24 revised Disciplinary and Grievance policies for senior staff were approved.

The Committee agreed the salary to be awarded upon the recruitment of a new Deputy Principal Curriculum and Quality in summer 2024.

Justin Purkis, Chair of the Remuneration Committee, December 2024