

## Annual Remuneration Statement 2024-25

The University of Suffolk confirms the following in respect of its application and approach to senior staff remuneration under the jurisdiction of the Remuneration Committee.

The University's Remuneration Committee determines and reports to the Board on the salary of the Vice-Chancellor and Chief Executive Officer, and any staff whose remuneration is more than £110,000 per annum. In conducting its work, the Committee is cognisant of the Higher Education Senior Staff Remuneration Code, most recently revised by the Committee of University Chairs (CUC) in November 2021.

Specifically, no individual is present for a discussion which involves the determination of their own salary. The Committee determines that the salaries awarded are appropriate to the institutional context, size, and the responsibilities of the role. In addition, the Committee considers the public interest in all forms of payment made to senior staff. The agreed salaries of senior staff allow for cost of living rises in line with national agreement on increases for the sector. Annual performance reports of senior staff reporting to the Vice Chancellor are summarised and reviewed by the Remuneration Committee on an annual basis.

### 2024-25 Remuneration Committee Membership

#### Ex Officio

- Senior Independent Director (Chair of Remuneration Committee)
- Independent Directors (3) one of whom is the Chair of the Board.
- External Member of the Audit and Risk Committee

#### In attendance

- Vice Chancellor and Chief Executive Officer

#### Secretary

- Chief People Officer

Members serve for a minimum of 3 years and a maximum of seven years.

### 2024-25 posts within remit of Remuneration Committee

Post	Date from	Date to
Vice-Chancellor and Chief Executive Officer	27/08/2024	31/07/2025
Deputy Vice-Chancellor	01/08/2024	28/02/2025
Provost	12/05/2025	31/07/2025
Chief Operating and Transformation Officer	01/08/2024	31/07/2025
Pro-Vice-Chancellor, Business & Entrepreneurship	04/11/2024	31/07/2025
Pro-Vice-Chancellor, Research	01/08/2024	31/07/2025

## 2024-25 Meeting frequency

Remuneration Committee met twice during the academic year: 5<sup>th</sup> November 2024 and 9<sup>th</sup> June 2025. Additionally, virtual agreement of the incoming Provost and Pro-Vice Chancellor Education and Student Success salary ranges was made in February 2025.

## Remuneration benchmarking

Benchmarking has been undertaken using the UCEA Senior Staff Remuneration Survey (published March 2025). Benchmarks are taken against all Higher Education Institutions and post-92 Higher Education Institutions. Institutional income has been compared to £100-£150m bands. The institution's turnover sat at £125m during the period in question.

Benchmarking has also been undertaken using Brightmine for roles which were considered relevant and for which wider comparator information is available.

## Posts outside of Remuneration Committee remit

Posts outside of the remit of Remuneration Committee either have job gradings determined by the HERA Job Evaluation Scheme and are remunerated in accordance with either the New JNCES national pay framework (to scale point 51 – Band 8); local scale points 52 – 56 (Band 9) or for Deans, Directors / Chief Officers not subject to Remuneration Committee jurisdiction, spot salaries are applied based on benchmarking for the role in question, and individual levels of skill, knowledge and experience.

## Pension

The pension provision offered to new entrants across the institution is the University Superannuation Scheme (USS), with a handful of staff still subject to the legacy Local Government Pension Scheme (LGPS).

## Head of Institution pay

The Vice-Chancellor's basic salary for 2024-25 was 5.88 times the median pay of staff (2023-24: 6.36), where the median pay is calculated on a full-time equivalent basis for the salaries paid by the University to its staff. The Vice-Chancellor's total remuneration was 5.93 times the median total remuneration of staff (2023-24: 7.39), where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the University of its staff.

## Vice Chancellor pay ratio against median of all other staff (3-year information)

Year	Median pay of staff	Pay ratio
2024-25	£42,532	5.88
2023-24	£39,347	6.36
2022-23	£37,326	6.72

**Senior Staff Remuneration**

Information relating to higher paid staff is published in bands within the University's annual accounts and financial statements.

**External Appointment and Expenses**

No member of senior staff may undertake external appointments without prior approval. Reasonable expenses for senior staff are paid for external travel and other business in accordance with the University's Financial Regulations and expenses policy.

**Head of Institution Income derived from external activities**

Nil