

REMUNERATION COMMITTEE ANNUAL REPORT TO COUNCIL 2021-2022

SUMMARY

Appendix 1

Terms of reference and membership of Remuneration Committee

Terms of reference (2021/2022)

1. To promote equality, diversity and inclusion (ED&I) with specific reference to the RCM EDI policy and strategy, and to reflect regularly on how the work of the Committee might support the strategy.
2. Having due regard to the guidance of the Office for Students and the Committee of University Chairs, to establish policies and procedures for the selection and appointment of Directorate members and the Director (ie those staff whose pay is outside the national pay framework, normally referred to as the 'senior staff' in a wider HE context).
3. To approve the arrangements for the recruitment and the appointment of Directorate members, on the recommendation of the Director
4. To approve the terms and conditions of service, remuneration, and pay awards for Directorate and the Director.
5. To produce an annual report to Council on the work of the Committee.

Appendix 2

RCM Directorate salary policy and annual review procedure

Element I - A fair, appropriate and justifiable level of remuneration

be transparent in the annual report of the Remuneration Committee to Council.

RCM will publish pay multiples and illustrate how these multiples have changed over time in the annual report of the Remuneration Committee to Council. In the event of increases in any multiples, the RCM will publish an explanation supporting any change in this annual report.

Evidence that affects Directorate member remuneration will be explained in the annual report.

Remuneration Committee criteria and process for Directorate pay

1. Remuneration of staff whose pay is outside the national pay framework (which in the RCM's case are members of the Directorate) takes account of the global context in which the RCM operates: its standing and market position amongst conservatories, its successes, and the market for senior talent world-wide.
2. Remuneration takes account of internal comparators: the gender pay gap, pay multiples (see below), the approach to pay for other academic and professional services roles at all levels.
3. In its annual report, the Remuneration Committee will publish the multiple of the remuneration of the Director and the median earnings of the RCM's whole workforce and the ratio of the remuneration of the Director and the median academic

CONFIDENTIAL - PAY RATIOS (in accordance with the OfS Accounts Direction re: Pay Ratios)

1 August 2021 - 31 July 2022	
Head of Institution (basic salary)	£228,000
Pay in lieu of pension contribution	£34,884
Benefits (Healthcare provision)	£6,572
Employer Pension costs (DIS)	£9,462
Head of Institution (total remuneration)	£278,918
Pay Ratio of the Head of Institution's Basic Salary and the median basic salary of all other staff	6.3:1
Pay Ratio of the Head of Institution's Total Remuneration and the median total remuneration of all other staff	6.6:1

Staff Group	Basic Salary	Pay ratio to Head of Institution: Basic Salary	Total Remuneration	Pay ratio to Head of Institution: Total Remuneration
median workforce	£36,367	6.3:1	£41,957	6.6:1
mean workforce	£38,371	5.9:1	£43,033	6.5:1
median academic (salaried & hourly paid)	£47,459	4.8:1	£58,659	4.8:1
mean academic (salaried & hourly paid)	£48,829	4.7:1	£57,155	4.9:1
median non-academic salary	£31,949	7.1:1	£39,860	7:1
mean non-academic salary	£38,112	6:1	£46,228	6:1
highest Head of Faculty salary	£75,979	3:1	£93,910	3:1
median JD teaching staff	£33,579	6.8:1	£34,586	8.1:1
median casual worker	£36,345	6.3:1	£37,436	7.5:1

