



Senior Management Group Salary Review

February 2020

1. Introduction

1.1. The University has established an approach to pay review which aims to support recruiting, rewarding and retaining senior staff. The process aims to ensure equal pay for work of equal value, transparency and to reward exceptional contribution or sustained excellence.

1.2. The policy relating to pay reviews of the Senior Management Group is the responsibility of the Executive Remuneration committee who have the remit of ensuring legal responsibilities are met and fair processes and policies are not only put in place but also monitored.

The review of pay of the Senior Leadership Team is carried out by the Board of Governors Remuneration Committee and is not within the scope of this policy.

1.3. Roles that fall within the Senior Management Group are evaluated in terms of

- 2.2 The current arrangements provide for basic salary movements within the pay banding up to the maximum limit determined within the range for sustained excellence and/or one-off achievements.
- 2.3 Examples that may be considered as exceptional one off contributions should be made where leadership has had a positive impact on the organisation. It is expected that whilst the examples given may be more relevant to some roles than others that reviewers are able to translate the level of excellence required in to their own area of responsibility.

Exceptional response to a major business continuity threat, providing leadership and problem solving.

Exceptional leadership of a significant organisational change or innovation (in contrast to sustained exceptional leadership).

National award or election to the high committee of a body within or outside reputation.

3. Process

- 3.1 A salary recommendation may be made by a member of the Senior Management Team on the relevant form for their Senior Management Group role of; Academic Management, Professional Services ore Senior

