

University of Central Lancashire

Annual Remuneration Statement

The academic year 2020/21 saw a period of stability within the Vice-Chancellor's Group, following a number of appointments and departures during the previous year.

Accordingly, the Remuneration Committee was not required to approve any exit arrangements for senior staff and nor did it approve any reward packages for newly-appointed colleagues.

Throughout the year, the Committee continued to have access to external remuneration consultants (FIT), who validate the external market data and advise on the appropriateness of proposed salaries and severance arrangements, where required. The market data compares our academic staff arrangements with other universities (distinguishing between pre- and post-'92 institutions), whilst professional services staff are benchmarked against both universities and the wider market for the various skill groups. In both cases

	20/21	19/20	18/19	17/18	16/17
Salary	7.8	7.6	7.0	7.4	7.4
Total Reward	6.5	6.4	6.2	6.4	6.4