

# East Coast College's Senior Post Holder Remuneration

## Annual Report for the year ending 31 July 2022

### Introduction

This report is prepared in accordance with the Colleges' Senior Post Holder Remuneration Code issued by the AoC Governors Council in December 2018.

East Coast College adopted the Code of Good Governance in inception in 2017 and this was amended as of December 2018 to reflect that Colleges should adopt and must have due regard to the Colleges' Senior Post Holder Remuneration Code, December 2018.

This Senior Staff Remuneration Code report covers the year ended 31 July 2022.

Each college must publish a readily accessible annual statement, based on an annual report to its governing body. This report must contain:

- A. A list of Senior Post Holders within the remit of Remuneration Committee;
- B. Its policy on the remuneration for post holders within the remit of Remuneration Committee;
- C. Its policy on income derived from external activities;
- D. the pay multiple of the Chief Executive / Principal and the median earnings of the institution's whole workforce, illustrating how that multiple has changed over time and, if it is significantly above any published average, an explanation of why.

The report should also contain:

- Its choice of comparator college(s)/organisation(s);
- An explanation of any significant changes.

### Membership and Terms of Reference

East Coast College's Remuneration Committee is part of the Governance Remuneration and Search Committee.

Members who served during the 21/22 period were:

	Attendance
David Blake (Corporation Chair)	7/7
Rob Evans (Senior Independent Director)	6/7
Alan Debenham (People Committee Chair)	6/7
Tina Ellis	6/7
Stuart Rimmer (CEO)	6/7

giving an overall attendance rate of 89%.

The terms of reference state that the Committee is:

- To give due regard to the interests of the public and the financial health of the College and ensure that it can be demonstrated that the pay of the senior post-holders is set by a committee which has no personal interest in the outcome of its decisions.
- To consider and advise the Corporation on the framework of pay and conditions of Senior Post Holders, taking into account relevant surveys, including the Director of Governance to include appraisal, promotion, grading, conduct, suspension, dismissal and retirement and may consider the following elements
  - Basic salary
  - Benefits in kind
  - Pension provision
  - Terms and conditions of service
  - Performance related elements, if appropriate
- To review and ensure that objectives are set annually for Senior Post Holders. The Committee shall evaluate annually the specific remuneration packages of the Principal and other senior post-holders including
  - Pre-established performance goals and/or
  - An appropriate peer group and any 360 degree review.

Decisions on the salaries of senior post holders are informed by market data including data on other General Further Education Colleges, and comparable roles in other sectors/organisations of a comparable size, institutional and personal performance and affordability.

In respect of recruitment, the College aims to recruit senior post holders using remuneration packages that are market-competitive and consistent with the existing remuneration structure. The College does not expect to make special recruitment arrangements outside the standard policy, but may do so in exceptional circumstances in order to secure the appointment of the right candidate.

The terms of reference of the Committee are included in the standing orders, which are available at <https://www.eastcoast.ac.uk/corporation-governors/>

### **Senior Post Holders**

The College currently had in 2021/22 5 senior post holders, all of whom are appointed by the Corporation:

- Stuart Rimmer – Principal and CEO
- Urmila Rasan – Deputy Chief Executive
- Paul Padda – Deputy Principal Curriculum, Quality and Learner Experience
- Julia Bates – Deputy Principal Curriculum and Strategic Partnerships
- Wendy Stanger – Director of Governance

## **Remuneration**

When remuneration of the CEO was discussed the meeting was chaired by Alan Debenham (Chair of the People Committee) and the CEO was not in attendance.

When remuneration of the Director of Governance was discussed the meeting was chaired by Alan Debenham (Chair of the People Committee) and the Director of Governance was not in attendance.

During 2022/2023 this part of the meeting will be chaired by the Senior Independent Director.

The Committee met on 22/2/22 to discuss remuneration of the Deputy Chief Executive and Director of Governance and this made recommendation to the Corporation that were approved to revise the way expenses were paid to the Deputy Chief Executive and to increase the hours of the Director of Governance.

During 2021/22 the Committee looked at succession planning and part of this work included review of the use of retention packages at a number of meetings, this work has not yet concluded and will be reviewed further in 2022/23.

The Senior Post Holders in 2021/22 received the College's cost of living award and the honorarium which was paid to all staff.

## **Policy on Income Derived from External Activities**

The Senior Post Holder Code states that:

- *There should be a clear and justifiable rationale for the retention of any income generated by an individual from external bodies in a personal capacity, particularly in respect of full-time post holders.*

During 21/22 the CEO and Principal was approved by the Chair to carry out additional external coaching work.

The Director of Governance was approved to take on additional consultancy work in 2022/23.

These were approved on the understanding that they would not interfere with the substantive role at the College and due to the personal development and learning that would result for the College and the wider sector. The remuneration from this work was to be retained by the post holder.

## Expenses

All expenses paid to Senior Post Holders are solely in reimbursement of expenses incurred in furtherance of the business of the College and comply with the College's Financial Regulations.

The total amount of expenses reimbursed in the year to Senior Post Holders was

Senior Post Holder	2022	2021	2020
CEO and Principal	£1790	£1583	£3037
Deputy Chief Executive	£18,621*	£3344*	£3490*
Deputy Principal Curriculum, Quality and Learner Experience	£874	£225	N/A
Deputy Principal Curriculum and Strategic Partnerships	£0		
Director of Governance	£229	£0	£317

\*Expenses agreed as part of employment package and accounting for this changed following audit advice for 2022.

## CEO and Median Earnings

The amounts paid to the Chief Executive and Principal who is the accounting officer and who is also the highest paid member of staff is as follows

Chief Executive and Principal	2022 £000	2021 £000	2020 £000	2019 £000
Salaries	152	150	144	139
Employers national insurance	20	19	19	18
Benefits in kind	0	0	0	0
<b>Total</b>	<b>172</b>	<b>169</b>	<b>163</b>	<b>157</b>
Pension contributions	36	36	33	23

	2022	2021	2020
college's median pay	26,045	£22,703	£26,295

The median increased due to changes in the salary bandings and an increase in the number of vacancies at the lower pay levels.

The Principal's basic salary as a multiple of the median pay is:

	2022	2021	2020	Restated 2019
Principal's basic salary as a multiple of the median of all staff	5.9	6.6	5.5	5

**Deputy Chief Executive** the amounts paid are as follows:

<b>Deputy Chief Executive</b>	<b>2022 £000</b>	<b>2021 £000</b>	<b>2020 £000</b>	<b>2019 £000</b>
Salaries	102	100	100	100
Employers national insurance	16	13	13	17
Benefits in kind	0	0	0	0
<b>Total</b>	<b>118</b>	<b>113</b>	<b>113</b>	<b>117</b>
Pension contributions	25	25	28	36

The Deputy Chief Executive was appointed as a senior post holder after a recruitment process in January 2019 but was employed on a temporary contract prior to this and this is reflected in the 2019 data. It was accepted by Corporation on appointment in 2019 that the salary was in excess of benchmark. It was agreed that it represented value for money given her experience and the confidence that the Corporation and external stakeholders had in her.

#### **Director of Governance**

The actual amounts paid to the Director of Governance is as follows:

<b>Director of Governance</b>	<b>2022 £000</b>	<b>2021 £000</b>	<b>2020 £000</b>	<b>2019 £000</b>
Salaries	38	30	29	29
Employers national insurance	4	3	3	3
Benefits in kind	0	0	0	0
<b>Total</b>	<b>42</b>	<b>33</b>	<b>32</b>	<b>32</b>
Pension contributions	8	7	6	6

The Director of Governor hours were increased in year to 32 hours and the FTE equivalent remuneration in 2021/22 was £48,419.20.

#### **Deputy Principal Curriculum, Quality and Learner Experience**

The Deputy Principal Curriculum, Quality and Learner Experience role was designated a Senior Post Holder as of 1 8 20 and therefore data is not included for prior years:

<b>Deputy Principal</b>	<b>2022 £000</b>	<b>2021 £000</b>
Salaries	83	82
Employers national insurance	11	10
Benefits in kind	0	0
<b>Total</b>	<b>94</b>	<b>92</b>
Pension contributions	20	19

### Deputy Principal Curriculum and Strategic Partnership

The Deputy Principal Curriculum and Strategic Partnerships was appointed in 2021/22.

<b>Deputy Principal</b>	<b>2022 £000</b>
Salaries	21
Employers national insurance	3
Benefits in kind	0
<b>Total</b>	<b>24</b>
Pension contributions	5

### Comparators

When considering remuneration for the period of this report the College used the AOC College Senior Pay Survey 2021 published May 2022. AoC's survey is based on voluntary responses from colleges and the response rate was 85% (139 FE college corporations out of 163).

Market data, where available, is also used together with data sourced from College's annual accounts.