

**Annual Report of Remuneration Committee to Corporation
City of Portsmouth College
December 2023**

Senior Post Holders (SPHs) within the remit of Remuneration Committee

Four SPHs are within the remit of Remuneration Committee:

- Principal & Chief Executive Officer
- Deputy Principal & Chief Executive Officer
- Chief Operating Officer
- Director of Governance.

Policy on Remuneration for postholders within the remit of the Remuneration Committee

The framework for setting the pay of senior postholders outlines principles to ensure that decisions on the levels of remuneration for SPHs are evidence-based as well as transparent, fair and equitable. This framework incorporates the Association of Colleges' SPH's Remuneration Code and the Principles of Public Life (the Nolan Principles).

Policy of the Committee on income derived from external activities

SPHs must adhere to the College's Financial Regulations which state that private consultancies and other paid work must not be undertaken without the prior consent of the appropriate senior management team member or Principal & CEO. Remuneration Committee will consider the matter with regards to senior postholders.

Pay Multiple of the Principal & CEO

The College ensures that its highest paid staff member will not earn more than 10 times the full time equivalent salary of its lowest paid staff member. This is consistent with the Hutton Review of Fair Pay in the Public Sector. The Principal's salary, which has been compared to the AoC Senior Pay survey data and considered comparable, is currently a multiple of 6.2 of the median salary of College staff.

Comparator colleges/organisations

In reviewing salaries annually, the Committee uses the Association of Colleges Senior Pay Survey data, a survey of colleges nationally, for comparator purposes.

Note of any significant changes

There have been no significant changes in 2023.

Mike Stoneman
Chair of Remuneration Committee

December 2023