

Annual Remuneration Statement 2022/2023

INTRODUCTION:

The HSDC Corporation adopted the voluntary Code of Good Governance for English Colleges (The Code) in 2015 and agreed that the key elements of the Code would be enshrined within the work of the committees. In December 2018, the Code was expanded to include a specific Code on the Remuneration of Senior Post Holders. The Code makes reference to the publication of an Annual Report on Senior Post Holder's Remuneration and the Board agreed to adopt this development at its meeting in July 2019. Senior post holders are appointed by the Board of Governors. From 1st September 2022 to 31st July 2023, the College's current senior post holders are:

- The Principal & Chief Executive (Mike Gaston);
- The Deputy Principal Curriculum (Richard Barlow).
- The Deputy Principal Finance & Facilities (Dominic Asater).

The Board of Governors has a Remuneration Committee made up of external governors and served by the Clerk to the Corporation. The following members served on the Committee during the 2022/2023 year:

- Clive Dobbin (Chair of Corporation and Chair of HR Committee);
- Tony Wright (Vice-Chair of Corporation and, in that capacity, Chair of Remuneration Committee);
- Lydia Morrison (Chair of Audit Committee);
- Simon Claridge (serves as the 'additional' Governor as Clive Dobbin is the Chair of Corporation and Chair of HR Committee).

There was one meeting during the course of the year on the 16th November 2022 and attendance was 100%. The Principal is an Officer in Attendance at these meetings for Remuneration matters other than his own. The Committee's Terms of Reference are an **Appendix** to this statement.

Approach to Senior Post Holder Remuneration:

The Remuneration Committee aims to retain highly talented and effective Senior Post Holders in order to deliver the College's D25 Strategy and to achieve the best outcomes for students, communities and employers while ensuring effective use of resources.

The Remuneration Committee reviews the performance of each Senior Post Holder annually and has responsibility for making recommendations to the Corporation on the remuneration and terms and conditions of employment of the Principal, other designated senior post holders and the Clerk.

To inform its decisions the Committee takes account of affordability, comparative information on the remuneration benefits and conditions of employment from within the further education sector (using data from the most recent AOC Senior Pay Survey of colleges with a similar income level, location and scope of operations), and other organisations of a comparable size/turnover. Against the most appropriate benchmarks, the Corporation will normally seek to pay between the median and the upper quartile.



ALTON
HAVANT
SOUTH DOWNS

Emoluments of the Principal & Chief Executive:

The Principal & Chief Executive is the College's Accounting Officer and the highest paid member of staff.

The amounts payable to the CEO in 2022-2023 were as follows:

	2019/2020	2020/2021	2021/2022	2022/2023
Salary	£145,000	£145,000	£147,175	£149,198
PRP	£5,000	n/a	n/a	n/a
Benefits	£0	n/a	n/a	n/a
Subtotal	£150,000	£145,000	£147,175	£149,198
Pension costs	£34,336	£34,336	£34,851	£35,330
Total	£184,336	£179,336	£182,026	£184,528

**All TPS members' pensions costs increased between 2018/19 and 2019/20 from approx. 16% to approx. 24%*

The increase in the Accounting Officer's basic salary in 2022/2023 was as a result of a pay award of 1.5%, (compared to other staff groups in the College that received a range of pay awards between 6% and 2% and a one-off payment of £500 up to £25k and £400 above £25k), agreed by the Corporation on the 28th September 2022 with effect on the 1st September 2022.

Emoluments of the Principal & Chief Executive:

In accordance with the Senior Post Holder Remuneration Code, the Corporation is required to disclose the relationship between the CEO's emoluments and that of all other employees as a pay multiple, expressed as follows:

Relationship of Principal pay and remuneration expressed as a multiple:	2020	2021	2022	2023
Principal basic salary as a multiple of the median of all staff	4.6	4.5	4.6	4.5
Principal total remuneration as a multiple of the median of all staff	4.8	4.6	4.6	3.7

Expenses:

All expenses paid to senior post holders are solely for reimbursement of expenses incurred in the furtherance of the business of the College and comply with the College's Financial Regulations and Expenses Policy and Guidelines. The total sum of £2,666 for reimbursement of expenses was paid to the Principal & CEO during 2022/2023.



External Appointments:

The Principal & Chief Executive serves on the following external bodies in his capacity as CEO of HSDC:

- Chair of Hampshire Principal's Group
- Member of Solent LEP Skills Advisory Panel
- Member of Civic Partnership Board, University of Portsmouth
- Non-Executive Director for Business South Group

The CEO does not receive any remuneration for this external work.

In addition, the CEO holds trustee/membership of:

- Trustee – Purbrook Park Trust
- Governor – Oakmoor School, Bordon

for which no additional remuneration is received.

There were no external activities on behalf of the College undertaken by other senior post holders, relevant to their appointment, during 2022/2023 for which the post holder received income.