

Harper Adams University
Board of Governors
Remuneration Policy Statement

1. Definition of Senior Staff

7KH 8QLYHUVLW\ GHILQH V³ 6HQLRU 6WDII' VDWKHOOR, 9LGHQFH, 3UR 9LFH & KDQFHOOHU (GXFDWLRQ DQG 6WXGHQWV;
Deputy Chancellor, University Secretary, 3UR 9LFH & KDQFHOOHU (GXFDWLRQ DQG 6WXGHQWV;

DOVR JRY Hong Kong Reference.

TKH 5HPXQHUDWLRQ &RPPLWWHH LV

3.

All of the above principles need to be carefully weighed when the Remuneration Committee is determining senior staff pay such that a balance is struck between recruiting, retaining and rewarding the best staff possible, to deliver the best outcomes for students, society and the economy while demonstrating effective and efficient use of resources.

4. External appointments for senior staff (paid and unpaid)

7KH 8QLYHUVLW\¶V VHUYLFH DJUHHPHQWV IRU VHQLRU VWDII UHTX
permit senior staff to undertake any form of paid or unpaid employment outside of their role at the University without the explicit permission of the Vice-Chancellor (or Chair of the Board in the case of the Vice-Chancellor).

Permission to undertake external work whether paid or unpaid is considered in the context of whether the proposed w RUN ZLOO EH RI EHQHILW WR WKH 8QLYHUVLW\¶V LQ H[WHUQDO ZRUN FDQ EH DFFRPPRGDWHG DORQJVLGH WKH VHQLRU that the latter is not compromised in any way.

The University may also request that senior staff take up external work such as that of membership of national bodies or advisory work for national bodies such as the Quality Assurance Agency, Advance HE or Research Excellence Framework Panels. Such work enables the University to play its role in engaging with the wider HE sector for the good of students and all stakeholders. Such work also enables good practice to be brought back to the University and