

# QUB Top Managers Grow in Number and Pay

In the financial year ending 31 July 2025 the Vice Chancellor's (VC) salary was £359K. In the previous year it was £351K with a pension contribution to USS of £9K, so his pay has been virtually static. The VC is required to live in the Lodge, and this has been calculated in line with HMRC guideline as a taxable benefit of £7,211. This year the VC also made a personal contribution of £5,400 in respect to the running costs of the lodge.

The VC's basic salary is 8.0 times the median pay of QUB staff where the median pay is calculated on a full-time equivalent basis for part-time staff, and this position compares favourably to comparator universities. The VC's basic salary is 7.0 times the median total remuneration of staff, where the median total remuneration is calculated on a full-time equivalent basis for the part-time staff. The pay median does not include workers who were not employed under contract by QUB. These would be temporary staff including teaching assistants and temporary lecturers and others in insecure jobs. Including them would probably lower significantly the median staff salary. You will see from the table below that the VC's remuneration is about twice that of any other member of staff bar one.

## Remuneration of all higher paid staff in the year ending 31 July excluding Employer's pension contributions and the NHS funded element of joint appointments

Pay	2025	2024	2023	2022	2021	2020	2019
£100K to <£105K	22	24	21	13	7	6	3
£105K to <£110K	22	27	13	8	6	6	3
£110K to <£115K	26	17	4	7	3	5	9
£115K to <£120K	16	4	8	10	6	6	5
£120K to <£125K	9	5	14	4	5	3	2
£125K to <£130K	4	9	3	3	3	1	3
£130K to <£135K	3	1	2	2	2	2	-
£135K to <£140K	11	2	0	1	4	4	3
£140K to <£145K	2	2	2	5	-	-	-
£145K to <£150K	1	2	4	1	1	1	-
£150K to <£155K	2	4	1	-	-	-	-
£155K to <£160K	2	1	-	-	-	-	-
£160K to <£165K	1	1	-	-	-	-	-
£165K to <£170K	-	4	-	-	-	-	1
£170K to <£175K	4	-	-	-	1	1	-
£175K to <£180K	2	-	-	1	-	-	-
£200K to <£205K	1	-	-	-	-	-	-
£295K to <£300K	-	-	-	-	-	-	1
£300K to <£305K	-	-	-	-	1	1	-
£305K to <£310K	-	-	-	-	-	-	-
£310K to <£315K	-	-	-	1	-	-	-
£315K to <£320K	-	-	-	-	-	-	-
£320K to <£325K	-	-	-	-	-	-	-
£325K to <£330K	-	-	1	-	-	-	-
£330K to <£335K	-	-	-	-	-	-	-
£335K to <£340K	-	-	-	-	-	-	-
£340K to <£345K	-	-	-	-	-	-	-
£350K to <£355K	-	1	-	-	-	-	-
£360K to <£365K	1	-	-	-	-	-	-

In the bottom salary bands in the table there are some purely academic staff who have been promoted on academic merit. There are 58 Range 2 Professors, 35 Range 3, and 4 Range 4. However, most academics in the table also hold managerial positions in their unit.

There has been a major reorganisation of the management at the top of QUB in 2023. For instance, the President and VC now shares his academic duties with a Deputy VC and 6 Pro-VCs. And, on the support side, he has 3 Vice-Principals and 13 Directors.

The New Senior Management Structure reminds me of the structure in Queens in the 1970s. But then there were only 3 PVC's and 3 Chief Officers, and now the relative pay gap between the 23 top staff listed above and ordinary members of staff is much larger.

Whenever QUB spends more money on paying yet more Senior Staff, it is referred to in the documents as an **Investment**. An Investment should have a Business Case to justify it, but the New Senior Management Structure was pushed through Senate without one, despite the protests of staff representatives. After approval, Senate was told that **the new structure would cost an estimated £230K p.a. extra compared with the structure we had over a year before.**

The accounts must reveal the Staff Costs of key management personnel (those having authority and responsibility for planning, directing and controlling the activities of QUB). By convention these are taken to be the members of the University Management Board. Although there is often turnover during the year, the full-time equivalent number of people is normally 12. (Now it is the VC, Deputy VC, 6 PVC's, 3 Vice-Principals + Director of People and Culture). Their total Staff Costs (Salary, benefits, employer's pension contribution and the employer's Social Security contribution) are set out in the table. **This shows that the extra cost of just this group (about £590K) was more than double the estimated extra cost of the entire reorganisation.**

Year	2020-21	2021-22	2022-23	2023-24	2024-25
Cost of Key Management	£2,306K	£2,364K	£2,778K	£2,952K	£2,981K
Average Cost of One Staff	£52.40K	£55.39K	£56.18K	57.72K	£61.40K
Ratio	44.0	42.7	49.5	51.1	48.6

It has been suggested that the figures should be adjusted for inflation, but a better comparison is with the cost of an average member of staff. This is the Ratio in the table above. Over the period of transition to the new management structure this Ratio Jumped by about 6. This means that the Cost Of Key Management jumped by the cost of about 6 typical members of staff who could have been usefully employed in frontline duties. **QUB staff are entitled to know how the "Investment" in the Senior Management Structure can be justified!** Subtracting away the VC's salary costs, **the other 11 in this Key Management group cost an average £238K each in 2024/25.**

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