

Number and Pay of QUB Top Managers 2023-24

For 2023–24 Professor Greer’s salary was agreed at £340,341 with an additional one-off non pensionable payment of £10,963. His pension contribution cost £9K. In the previous year these sums were £325,134, £5,755 and £20K. So he had a pay rise of about 6.3%. 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. (I wonder how this compares to other Malone Road rents.) The Vice-Chancellor also made a personal contribution of £5,400 in respect to the running costs of lodge.

The Vice Chancellor's basic salary remained at 8.0 times the median pay of staff, where the median pay is calculated on a full time equivalent basis for the salaries provided by the University to its staff. The Vice Chancellor's basic salary is 6.5 times the median total remuneration of staff, where the median total remuneration is calculated on a full time equivalent basis for the total remuneration salaries provided by the University to its staff. (The ratio was 6.7 in 2022-23.) 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 the median staff salary. You will see from the table below that the Vice Chancellor's remuneration is about twice that of any other member of staff.

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	2024	2023	2022	2021	2020	2019
£100K to <£105K	24	21	13	7	6	3
£105K to <£110K	27	13	8	6	6	3
£110K to <£115K	17	4	7	3	5	9
£115K to <£120K	4	8	10	6	6	5
£120K to <£125K	5	14	4	5	3	2
£125K to <£130K	9	3	3	3	1	3
£130K to <£135K	1	2	2	2	2	-
£135K to <£140K	2	0	1	4	4	3
£140K to <£145K	2	2	5	-	-	-
£145K to <£150K	2	4	1	1	1	-
£150K to <£155K	4	1	-	-	-	-
£155K to <£160K	1	-	-	-	-	-
£160K to <£165K	1	-	-	-	-	-
£165K to <£170K	4	-	-	-	-	1
£170K to <£175K	-	-	-	1	1	-
£175K to <£180K	-	-	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	-				

In the table there are some purely academic staff, in the bottom salary bands who have been promoted on academic merit, but many are academics who also hold managerial positions in their unit.

There has been a major reorganisation of the senior QUB management. The Vice-Chancellor now shares his duties with a Deputy Vice-Chancellor and Provost and 5 Pro-Vice-Chancellors. He is also supported by the University Secretary and Registrar, and by 4 Vice-Presidents and 13 Directors of support staff. **That is 24 senior managers compared to 16 in the year before and every one of the extra will expect a well resourced and staffed office.** Many of these senior positions were filled too recently for the salary of these people to appear in the above table.

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 ago.** The table would indicate that the cost is many times that sum. **Senate and the QUB staff are entitled to know what the True Cost is, and how the money-losing “Investment” in the Senior Management Structure can be justified!**

By law, 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 has been a turnover during the year, the full-time equivalent number of people was 12, one more than in the previous year. Their Staff Costs (Salary, benefits, employer’s pension contribution and the employer’s Social Security contribution) totalled £2,952K compared to £2,778K in the previous year. Subtracting away the V-C’s salary costs, **the other 11 in this group cost an average £237K each. In comparison, an ordinary member of QUB staff has an average pay cost of £57.7K and an average pay of £46.8K.** [This is calculated using figures for all staff.]

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