

**MINUTES OF THE REMUNERATION COMMITTEE MEETING
HELD ON 30 APRIL 2020 at 4.30pm, REMOTELY DUE TO COVID-19
RESTRICTIONS**

PRESENT:

Sandra Heidinger	Committee Chair
Gordon McGuinness	Board Member
David Newall	Board Chair
David Watt	Board Member
Robert Fraser	Board Member

IN ATTENDANCE:

Christine McConnell	Clerk to the Board (Minute Taker)
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20.01 WELCOME AND APOLOGIES

The Committee Chair welcomed everyone to the meeting.

20.02 DECLARATIONS OF INTEREST

There were no declarations of interest.

20.03 MINUTES OF MEETING HELD ON 5 SEPTEMBER 2019.

The minutes of the last meeting were approved as an accurate record.

20.04 MATTERS ARISING

SH briefed the Committee on the key issues discussed at the OD Committee which she had chaired on 29 April 2020 including an update on the academic restructure.

20.05 PRINCIPAL'S PERFORMANCE

The Committee considered and discussed a paper presented by David Newall, Chair of the Board of Management.

The Committee noted that the Principal's performance had been assessed against the objectives agreed for the year and that the Chair's comments were based on his own observations, discussions with Board Members, including staff and student members, and with College senior management.

In summary, the feedback on the Principal's performance is positive and areas that were identified for improvement previously have been addressed.

The Chair briefed the Committee on the objectives he had agreed with the Principal for the forthcoming year.

20.06 REVIEW OF PRINCIPAL'S VISTAGE MEMBERSHIP

The Committee considered whether the Principal's membership of Vistage should be continued having regard to a paper which the Principal had submitted.

The Committee noted the cost of membership was significant in the current financial situation. The Committee recognised the value which had been gained from the first year of membership but felt that the ongoing value may be reduced, particularly with the constraints associated with lockdown arrangements.

The Committee agreed therefore that the Chair should discuss Vistage membership with the Principal and explore alternative professional development opportunities that might provide better value.

20.07 SENIOR LEADERSHIP PAY

The Committee noted that in terms of the Committee's remit it is responsible for determining the salary of the Senior Management and Principal within an agreed funding envelope.

The Committee recognised that Senior Staff had been hardworking over the course of the year and thanked them for their efforts.

The Committee, however, noted the severe financial uncertainty facing the College Sector in Scotland and agreed that, against that background, it would not be appropriate to make a pay increase award to Senior Staff at this time.

The Committee agreed that, should the financial position change over the course of the year, then the decision could be revisited.

20.08 REVIEW TERMS OF REFERENCE

The Committee considered its Terms of Reference.

The Committee discussed its current responsibilities and, in particular, considered whether there is sufficient transparency for Board Members on decision making. The Committee agreed that, as decisions on pay are made in accordance with the Senior Management Pay Policy which is approved by the Board, and given that the Committee report back to the Board in enough detail to assure the Board that the Senior Management Pay Policy has been followed, there is sufficient accountability and transparency within the existing Remit.

The Committee agreed that the current representation on the Committee is appropriate given the subject matter under discussion.

ITEMS FOR INFORMATION

20.09A CURRENT SENIOR STAFF PAY POLICY

20.09B PUBLIC SECTOR PAY POLICY 20/21

20.10 EQUALITIES IMPACT ASSESSMENT ON DECISIONS MADE

No equality impact assessment was required.

20.11 REVIEW OF PAPERS (including disclosable status)

All papers are non- disclosable with the exception of Paper 20.08
Terms of Reference.

20.12 ANY OTHER BUSINESS

None

DATE OF NEXT MEETING

TBC