

Board of Management

Meeting of the Remuneration Committee

MINUTE OF THE 4th MEETING HELD ON MONDAY 29 APRIL 2019 AT 1815 HRS (RC4) AT CITY CAMPUS

Present	
Alisdair Barron (AB)	Karen Kelly (KK)
George Black (GB)	Colin McMurray (CM)
Jim Gallacher (JG)	Lesley Woolfries (Convener)
In attendance	
Paul Clark (PC) (College Secretary/Minute)	Paul Little (PL) (Principal)
Apologies for absence	

Item RC4-1	Apologies for Absence	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	No apologies were received	

Item RC4-2	Declarations of Interest	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	No declarations of interest were indicated.	

Item RC4-3	Minute of the Remuneration Committee meeting held on 14 01 19	
Paper No: RC4-A	Lead: Convener	Action requested: Approve
Discussion/ Matters Arising	Minute agreed	
Decision/Noted	Actions completed.	
	Approved	

Item RC4-4	Senior Staff Remuneration	
Paper No: Verbal	Lead: Principal	Action requested: Discuss
Discussion/ Matters Arising	The Principal reported that 3 senior staff have recently left the College, for higher remuneration. The Principal also highlighted the variance of points of scale that senior staff members are on, indicating that there were a number of anomalies in the salaries of the senior team which need to be addressed.	

Decision/Noted

PL proposed that Keith Ross (consultant) be retained to progress independent senior staff salary reviews.

It was agreed to have an additional meeting of the Remuneration Committee on 5th June prior to the Board meeting at 4pm.

The Committee agreed to recommend a pay increase senior staff, in line with the recent public sector pay guidance, from April 2019.

1. Progress Senior staff pay increase. (PL)
2. Convene additional PNC meeting on 5th June at 4pm prior to full Board meeting. (PC)

Item RC4-5	Any Other Notified Business	
Paper No:	Lead: L Woolfries	Action requested:
Decision/Noted	None	

Item RC4-6	Date of Next Meeting	
Paper No:	Lead: L Woolfries	Action requested: Note
Decision/Noted	Additional meeting: Wednesday 5 th June 2019 at 4pm. Monday 23rd September 2019. (nb Public Holiday on 30 Sept).	

ANNEX TO THE MINUTE

ACTION POINTS ARISING FROM THE MEETING

Item	Description	Owner	Target Date
Item RC4-4	Implement Senior Staff pay increase	PL	ASAP
Item RC4-4	Convene Remuneration Committee meeting for 5 th June at 4pm	PC	ASAP

ACTION POINTS ARISING FROM PREVIOUS MEETING

Item	Description	Owner	Target Date
Item RC3-3	Progress Principal's salary increase as agreed	AB/PC	ASAP Complete
Item RC3-3	Discuss private medical cover options with Principal	AB	19.04.19 Complete
Item RC2-4	Check with Principal the nature and scope of preferred medical cover.	LW/AB	14.01.18 Complete