

Board of Management

Meeting of the Remuneration Committee

MINUTE OF THE 3rd MEETING HELD ON FRIDAY 5 FEBRUARY 2021 AT 1230 HRS (RC3)
VIA MS TEAMS VC

Present	
Lesley Woolfries (Convener)	Graham Mitchell (GM)
Alisdair Barron (AB)	Audrey Sullivan (AS)
Karen Kelly (KK)	
In attendance	
Paul Clark (PC) (College Secretary/Minute)	
John Gribben (JFG)	
Absent	
George Galloway (GG)	

Item RC3-1	Apologies for Absence	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	Noted	

Item RC3-2	Declarations of Interest	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	There were no declarations of interest	

Item RC3-3.1	Minute of the Remuneration Committee meeting held on 18 January 2021	
Paper No: RC3-A	Lead: Convener	Action requested: Approve
Discussion/ Matters Arising	The minute was agreed as accurate.	
Decision/Noted	Approved	

Item RC3-4.1	Principal's Remuneration	
Paper No: RC3-B	Lead: P Clark	Action requested: Approve
Discussion/ Matters Arising	JG presented a paper on the Principal's remuneration package, for the Committee's consideration.	
	The Committee reviewed the paper, and reflected upon previous	

discussions and consultations with the Principal across a range of elements within the remuneration package, including medical insurance, and professional development. The Committee noted the pay differentials compared to Principals' salaries among some colleges and universities in Scotland and large colleges in England.

LW and AB indicated that the Committee's consideration of a pay scale for the Principal had previously been shared with the Funding Council, and had not been progressed at that time. This followed consultation with SFC and due consideration of the Scottish Government Public Sector Pay Policy, as well as the Principal's lead role in National Bargaining discussions at the time. As a consequence, the proposed new pay scale for the Principal had not been implemented, and he had therefore received only the annual "cost of living" increases as agreed for support staff to 2019. It was highlighted that the Principal had not therefore received any increases since that time.

JG pointed out that no senior staff had been in receipt of these increases, as the usual practice had been to wait until a pay agreement had been reached with unions for all support staff. The Committee requested that proposals for dealing with staff outwith National Bargaining be brought to a further Committee meeting for consideration. The Committee agreed that it should address this issue, including the Principal's delayed pay increase, as a matter of urgency, and that AB should convey to the Principal that this matter was being attended to as a priority. It was agreed that a further meeting of the Committee be arranged for early March.

The Committee discussed the historic position of the Principal's remuneration since merger, and acknowledged that there was a need to recognise the Principal's role in establishing the excellent reputation of City of Glasgow College. It was further noted that the Principal had played an increasingly important and influential policy role in the college sector in Scotland. As a consequence, the Principal had attracted interest from other organisations, and that there remained a threat that his services may be lost to the College.

AB referred to his performance review meetings with the Principal, and the assurances he had been given that the Principal was committed to his future with the College. AB also reported that the Principal had favoured the option of further study, but that it was recognised an extended period of leave would not be an option at present. AB highlighted the benefits to the College that had accrued from the Principal's period of study at Harvard university.

Committee considered a complete remuneration package, which AB would discuss with the Principal.

The Committee agreed that the Principal be invited to suggest professional development opportunities that may be supported, as well as subscriptions and other possible elements of the package.

The Committee agreed that a pay increase in line with the Public Pay Policy be proposed and agreed at the earliest opportunity.

Decision/Noted

1. Further meeting of Committee to be held on 2 March at 3pm. (PC; asap)



- 2. Paper to be presented at next meeting re pay increases for staff outwith National Bargaining. (JG; 02.03.21)
- 3. AB to consult with the Principal on the Committee's considerations.

Item RC3-5		Any Other Notified Business	
Paper No: Verbal	Lead: P Clark	Action requested: Note	
Discussion/ Matters Arising	None.		
Decision/Noted			

Item RC3-6		Disclosability of Papers	
Paper No: Verbal	Lead: P Clark	Action requested: Note	
Discussion/ Matters Arising	No change was proposed to the current disclosability status of papers.		
Decision/Noted	Noted		

Item RC3-6		Date of Next Meeting	
Paper No: Verbal	Lead: Convenor	Action requested: Note	
Decision/Noted	Tuesday 2 March 2021		

ANNEX TO THE MINUTE

Item	Description	Owner	Target Date
RC3-4.1	1. Further meeting of Committee to be called for 2 March at 3pm.	PC	ASAP
	2. Paper to be presented at next meeting re pay increases for staff outwith National Bargaining.	JG	02.03.21
	3. AB to consult with the Principal on the Committee's considerations of a full remuneration package.	AB	02.03.21

ACTION POINTS ARISING FROM PREVIOUS MEETING

Item	Description	Owner	Target Date
RC2-5	Paper on Principal's Remuneration to be presented	JG	05.02.21 Complete
RC2-5	Call additional meeting of Remuneration Committee	PC	05.02.21 Complete
RC1-3.1	Implement agreed pay rise for senior managers in line with National Bargaining	PL/JGr	18.01.21 ongoing