

## Board of Management Remuneration Committee

The 1<sup>st</sup> meeting of the Remuneration Committee (Session 2022-23) will be held on Monday 3 October 2022 at 1700 hours via MS Teams.

### Agenda

	Paper	Lead
1. Apologies for Absence		Convener
2. Declarations of Interest		Convener
<b>3. Items for Approval</b>		
3.1 Minute of the Remuneration Committee meeting held on 4 October 2021	RC1-A	Convener
3.2 Committee Programme of Work 2022-23	RC1-B	MC
<b>4. Items for Discussion/Decision</b>		
4.1 Pay Award for Non NRPA Employees	(To Follow) RC1-C	PL/JFG
5. Any Other Notified Business		
6. Disclosability of Papers		MC
7. Date of Next Meeting – Monday 23 January 2023		

## **REMUNERATION COMMITTEE**

### **Terms of Reference**

#### **Note**

In these terms of reference the words “senior staff” include the Principal, Depute Principal, Vice Principals and all staff at Executive Director or Director level or equivalent.

1. To review at least annually the performance, remuneration, and terms and conditions of the Principal and, in turn, other senior staff, adopting a process consistent with the Code of Good Governance for Scotland’s Colleges.
2. To consider proposed staff severance arrangements for senior staff, and to make recommendations as appropriate to the Board of Management.
3. To determine the appropriate guidance for Board member expenses.
4. To demonstrate efficient and effective use of public funds in the committee’s decisions, so that they reflect the performance of the organisation and the requirement for its ongoing financial sustainability.