

Board of Management Remuneration Committee

The 3rd meeting of the Remuneration Committee (Session 2022-23) will be held on Monday 24 April 2023 at 1600 hours in via Microsoft Teams.

Agenda

| | | Paper | Lead |
|-----------|---|--------------|-------------|
| 1. | Apologies for Absence | | Convener |
| 2. | Declarations of Interest | | Convener |
| 3. | Items for Approval | | |
| 3.1 | Minute of the Remuneration Committee meeting held on 23 01 23 | RC3-A | Convener |
| 4. | Items for Discussion | | |
| 4.1 | Benchmarking | Verbal | JFG |
| 4.2 | Performance/Remuneration (Senior Staff) Report | Verbal | PL |
| 4.3 | Principal's Performance/Remuneration Review | Verbal | AB |
| 5. | Any Other Notified Business | | |
| 6. | Disclosability of Papers | | DM |
| 7. | Date of Next Meeting – TBC | | |

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.

Remuneration

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.