

## Board of Management

### Meeting of the Remuneration Committee

MINUTE OF THE 1<sup>st</sup> MEETING HELD ON MONDAY 1 OCTOBER 2018 AT 1700 HRS (RC1)  
AT CITY CAMPUS

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

Item RC1-1	Apologies for Absence	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	Apologies were received from AB and GB.	

Item RC1-2	Declarations of Interest	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	There were no declarations of interest.	

Item RC1-3	Minute of the Remuneration Committee meeting held on 25 June 2018	
Paper No: RC1-A	Lead: Convener	Action requested: Approve
Discussion/ Matters Arising	The Committee noted that further clarity was still awaited from SFC regarding the inclusion of "cost of living" increases in the Principal's overall salary increase. The Convener emphasised that this consideration was foremost in their deliberations, with reference to the guidance received from SFC on the Principal's salary, which had quoted the government's public sector pay cap.	
Decision/Noted	Approved.	

Item RC1-4	Voluntary Severance Arrangements	
Paper No: RC1-B	Lead: Convener	Action requested: Approve
Discussion/	The Committee considered the proposals within the context of the	

<b>Matters Arising</b>	leadership reorganisation. The Committee requested some clarification regarding the possible impact upon the pension fund for information. The proposals within the paper were approved. PC will inform GCRB.
<b>Decision/Noted</b>	Approved Action: PC to inform GCRB of the approval.

<b>Item RC1-5</b>	<b>Committee Terms of Reference</b>	
<b>Paper No: RC1-C</b>	Lead: Convener	Action requested: Discuss
<b>Discussion/ Matters Arising</b>	The Committee considered the Terms of Reference.	
<b>Decision/Noted</b>	Approved	

<b>Item RC1-6</b>	<b>Committee Programme of work 2018-19</b>	
<b>Paper No: Verbal</b>	Lead: Convener	Action requested: Discuss
<b>Discussion/ Matters Arising</b>	PC indicated that this Committee, recently separated from the former Performance Remuneration and Nominations Committee, had a flexible agenda, without fixed items.	
<b>Decision/Noted</b>	Noted	

<b>Item RC1-7</b>	<b>Any Other Notified Business</b>	
<b>Paper No:</b>	Lead:	Action requested:
<b>Decision/Noted</b>	None	

<b>Item RC1-8</b>	<b>Date of Next Meeting</b>	
<b>Paper No:</b>	Lead:	Action requested: Note
<b>Decision/Noted</b>	Monday 14 January 2018	

## ANNEX TO THE MINUTE

### ACTION POINTS ARISING FROM THE MEETING

Item	Description	Owner	Target Date
RC1-4	<b>Voluntary Severance Arrangements:</b> Inform GCRB of approval.	PC	ASAP

### ACTION POINTS ARISING FROM PREVIOUS MEETING

Item	Description	Owner	Target Date
RC1-3	<b>Principal's Remuneration:</b> Seek explicit guidance from JK at SFC re salary implementation guidance.	AB	ASAP <b>Complete</b>
RC1-3	<b>Principal's Remuneration:</b> Implement single salary point for the Principal.	AB/PC for HR	ASAP <b>Complete</b>
RC1-4	<b>AONB:</b> Progress Board recruitment preparations. (Now with PNC).	PC	Ongoing <b>Complete</b>