

## Board of Management Remuneration Committee

The 2<sup>nd</sup> meeting of the Remuneration Committee (Session 2020-21) will be held on Monday 18 January 2021 at 1700 hours in via MS Teams VC.

### Agenda v2

	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 21 09 20	RC2-A	Convener
3.2 Committee Terms of Reference Review	RC2-B	PC
<b>4. Items for Discussion/Decision</b>		
4.1 Senior Staff Remuneration (Update)	RC2-C	JFG
5. Any Other Notified Business		
6. Disclosability of Papers		PC
7. Date of Next Meeting – Monday 26 April 2021		

## **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.