

## Performance Remuneration and Nominations Committee

<b>Date of Meeting</b>	<b>Monday 23 January 2017</b>
<b>Paper No.</b>	<b>PRNC2-E</b>
<b>Agenda Item</b>	<b>7</b>
<b>Subject of Paper</b>	<b>Board Member Long Service Recognition</b>
<b>FOISA Status</b>	<b>Disclosable</b>
<b>Primary Contact</b>	<b>Alisdair Barron, Board Chair</b>
<b>Date of production</b>	<b>12 January 2017</b>
<b>Action</b>	<b>For Discussion/Decision</b>

### 1. Recommendations

1. To review the proposals set out in the paper, and recommend to the Board of Management for approval subject to any agreed changes

## **2. Purpose of report**

2.1 To provide the Committee with an opportunity to consider the proposals for recognition of long service of Board members.

## **3. Context**

3.1 Board Members make a significant contribution to the successful management of the College, and do so in the spirit of public service without remuneration. It is therefore important to mark such service when periods of tenure milestones are reached. The College has established long service awards for staff (5, 10, 20, 30 years), with pin badges and modest cash awards.

3.2 It is proposed that Board members who complete one or more periods of tenure are similarly recognised (although without the cash awards paid to staff) along the following lines:

- Completion of a four year period of tenure – Bronze lapel pin
- Completion of eight years' service – Silver lapel pin
- Completion of ten years' service – Gold lapel pin

3.3 The service periods would only include service for City of Glasgow College, and would not include service on behalf of a predecessor college.

3.4 It is not proposed that such awards are made retrospectively to Board members who have left the Board of Management, as these members will have been recognised as deemed appropriate by the Board at the time.

3.5 It should be noted that legislation allows for an initial tenure of 4 years for College Board members, with a possible extension of a further four years, after which a member is still eligible for re-appointment (ref. Ministerial guidance to Schedule 2 para 5.6 - <http://www.gov.scot/Resource/0045/00458051.pdf> ).

## **4. Impact and implications**

4.1 The proposed recognition involves no cash reward, and it is proposed that minimal expense is involved. The proposal is therefore compliant with applicable legislation and good governance practice.

4.2 The proposal is consistent with the College's culture of recognition of service to the organisation.