

Board of Management-Remuneration Committee

Minute of the Meeting of the Remuneration Committee of the Board of Management of Dumfries and Galloway College held on Tuesday 20 November 2018 in Room 2009

Present: Delia Holland (Chair) Brian Johnstone
Ian White Ros Francis

In attendance: Ann Walsh, Secretary to the Board and Minute Taker

1 Welcome and Apologies for Absence

The Chair of the Remuneration Committee welcomed all to the meeting, in particular to RF who joins the committee in her role as Chair of the Finance & General Purposes Committee, taking over from JH. SM will be joining the committee subject to approval by the Board, apologies were intimated on behalf of him. Apologies have also been received from CT, Principal who would have attended for item 5.

The Secretary to the Board confirmed the meeting was quorate with enough members present to allow decisions to be made.

The Chair extended thanks to JH, for all of his input to this committee, which has been very much appreciated.

2 Declaration of Interest

Members agreed to indicate declarations of interest as appropriate throughout the meeting.

3 Minute of Previous Meeting

The Minute of the Remuneration Committee meeting held on 6 March 2018 was approved.

4 Matters Arising

There was some discussion about the Principal's objectives, with there being some difficulty in providing evidence due to the timing of this becoming available. This will be covered under item 7.

5 Vice Principals Grading and Pay Award

The Chair of the Committee spoke to the paper which had been provided by the Principal, who was unable to attend for this item as she was at a national meeting.

Confidential to Committee Members only.

Decision: The Committee approved Option C of the Proposal

Actions:

- Chair of the Committee to inform the Principal of the outcome of the discussion

Board of Management-Remuneration Committee

6 Principal's Annual Performance Review 2017-18

Confidential to Committee Members only.

Decision: Members confirmed approval of objectives 1-6 for the Principal. ...

Action: ...

7 Principal's Performance Review Process

The Secretary to the Board confirmed that the process has worked well. The Chair and the Principal have adhered to this process, ensuring ongoing review of progress against objectives.

Members had approved the current process with an agreement that should a sector wide process became available the college would look to adopt this. A sector wide process has not been developed.

...

Action: Principal's Performance Review and Objective Setting Process will be reviewed for discussion at the next Remuneration Committee meeting.

8 Principal's Pay Award

Confidential to Committee Members only.

Action: ...

9 Any Other Business

None

10 Date and Time of Next Meeting

The next meeting is planned to take place on Tuesday 5 February 2019.