

REMUNERATION COMMITTEE

MINUTE OF MEETING HELD ON 6 OCTOBER 2022 AT 16:00

ONLINE

Present:	
Sue Irving (SI) - Chair	Malcolm MacLeod (MMac)
Caroline Stuart (CS)	Claire McLean (CMc)
Ann Hill (AH)	Jamie Ross (JR)
In attendance:	
Joanna Campbell (JC) - Principal	Lorraine Grierson (LG) – Board Secretary
Jill Galloway (JG) – Vice Principal	
Apologies:	
Will Dowson (WD)	Richard Nash (RN)

1. Welcome and Apologies for Absence | Verbal | Chair S Irving

- 1.1. The Chair welcomed everyone to the meeting and advised that there would be an additional item for AOB for board members only.
- 1.2. Apologies were received from: Will Dowson, Richard Nash and the meeting was recorded as quorate.

2. Declaration of Interest | Verbal | Chair S Irving

The Chair reminded Members to indicate any declaration of interest as appropriate throughout the course of the meeting.

3. Action Log | REMCO-10.22-A| L. Grierson

- 3.1. LG confirmed all actions had been completed however Action 2 (snr staff job description refresh) remains ongoing and is scheduled for completion by the next meeting in May 2023.
- 3.2. **The Committee agreed to actions now being marked as closed and Action 2 carried forward.**

4. **Minute of Meeting held 29 August 2022 | REMCO-10.22-A| Chair S Irving**

The minutes were approved as an accurate record of the meeting.

5. **Matters Arising | Verbal | Chair S Irving**

There were no matters arising.

6. **Executive Leadership Team Objectives | REMCO-10.22-C | J Campbell**

6.1. JC advised the Committee that she had reviewed the objectives in line with her own so that there was a flow down to the executives, duties for which, had been updated in respect of the changes made to the Depute role.

6.2. Confidential to members only ...

6.3. **Senior Staff Pay Recommendations | REMCO-10.22-D | J Galloway**

6.4. JG joined the meeting at 16:30 hrs. JG spoke to the paper and advised the Committee that proposals had been put forward based on the percentages that had been previously agreed.

6.5. Confidential to members only ...

6.6. **JC confirmed that VPs carry this out individually but not as a group which could be an action for JG to pick up.**

6.7.

6.8. **Chair asked if members were in agreement with the performance assessment at section 3 and members agreed.**

6.9.

6.10.

6.11. A discussion took place regarding the current pay structure and whether this should be reviewed. **The Committee agreed that the current structure should remain in place this year.**

6.12.

6.13. **Terms of Reference and Self Evaluation | REMCO10-22 E /L Grierson**

6.14. LG advised the Committee that there had been amendments to points 4.5 and 4.6 to reflect the completion of objectives in time for the new academic year, and that the substantive business would be transferred to the end of May/June to ensure this occurred.

Members agreed with this and approved the terms of reference.

6.15. Members discussed the completed self evaluation and made reference to the section 'Compliance with the Law and Regulations'. There were mixed comments submitted for this and JC asked that it be inserted that ELT take legal advice to ensure they are passing on the correct information.

6.16. **LG advised the committee that all comments are analysed and these would be taken to the Board Development Committee for scrutiny and action.**

6.17. AOB | S Irving

6.18.

6.19. .