






**Dumfries and
Galloway College**

One step ahead

Item 2
REM0224-2.2

Key	
	Ongoing
	Closed
	Overdue

Remuneration Committee Action Log 12.02.24

No	Meeting Date	Action	Lead	Deadline	Status	Commentary
1	29/1/24	JC to bring a benchmarking paper to the meeting re salaries across the Region/Sector.	JC	June 24	Ongoing	To be brought to the meeting in June
2	29/1/24	Performance updates for senior staff should be presented to Rem Com at each meeting in order that members are well informed on performance before making any final decision re performance pay progression	JC	June 24	Ongoing	To be brought to the meeting in June
3	29/1/24	JC to bring a paper to Rem Com re ELT Capacity	JC	June 24	Ongoing	To be brought to the meeting in June
4	29/1/24	<p>Snr Staff Remuneration Policy:</p> <ul style="list-style-type: none">• Query re cost-of-living payments - guidance should be clear in the policy as to whether payments are permanent or temporary.• Adjust policy to make it clear leavers working their notice would not be entitled to a pay rise during their notice period.• Annual performance cycle table to be adjusted to ensure objectives are signed off for July ready for new term - ensure timelines are correct.	JM	Feb 24	Closed	To be brought to Feb 24 meeting.

Remuneration Committee Action Log

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		<ul style="list-style-type: none"> Appendix 2 of Paper 6.1 to include guidance of timeline and mapped against the proposed salary increases for each role 				
5	29/1/24	Papers 5 and 6 <ul style="list-style-type: none"> to be re-worked and brought back to the committee with rationale ... detail current and proposed salary percentage uplifts for 22/23 and 23/34 Pt 2 - Relative Fairness - 'the College will monitor the ratios between the highest and median salary...' The College aims for the ratio to be no higher than 4:1 - can we satisfy that this is reflected in any pay decisions. 	JM	Feb 24	Closed	To be brought to Feb 24 meeting.