

## Remuneration Committee

**Monday 27 January 2025 (1730-1800)**

**Virtually by Teams**

### Agenda

Time	Item	Lead	Paper
	<b>1. Welcome and Apologies</b> <ul style="list-style-type: none"> <li>Declaration of Interests and Connections</li> </ul>		Verbal
<b>For Approval</b>			
	<b>2. Minutes of Previous Meetings and Matters Arising</b> <ul style="list-style-type: none"> <li>Minutes 11 November 2024 plus confidential minute</li> <li>Action Log</li> </ul>	SI LG	Paper 2.1 Paper 2.2
	<b>3. Interim Arrangements - Principal and Salary Review</b>	CS	Paper 3.1
<b>For Information only</b>			
	<b>4. AOCB</b>	SI	Verbal
	<b>5. Date of next meeting</b> <ul style="list-style-type: none"> <li>Monday 2 June 2025</li> </ul>	SI	Verbal

**Status: Approved**

## REMUNERATION COMMITTEE MEETING

### MINUTE OF MEETING HELD ON 27 JANUARY 2025 AT 17:30 - VIA TEAMS

Present:		
Sue Irving (SI) - Chair	Ann Hill (AH)	Jamie Ross (JR)
Caroline Stuart (CS)	Will Dowson (WD)	Sharon Hodgson (SH)
In attendance:		
Lorraine Grierson (LG) – Governance Professional		
Apologies:		
Claire McLean (CMc)	Richard Nash (RN)	

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

- 1.1 The Chair welcomed everyone to the meeting and apologies were noted from Claire McLean and Richard Nash. The meeting was recorded as quorate.
- 1.2 Declaration of Interest | Verbal | Chair S Irving
  - 1.2.1 The Chair reminded members to indicate any declaration of interest and/or connections as appropriate throughout the course of the meeting.

## FOR APPROVAL

#### 2. Minutes of Previous Meetings and Matters Arising | Chair S Irving

##### 2.1. Minute of Meeting/Confidential Minute held 11 November 2024 | Paper 2.1/2.1b | Chair S Irving

- 2.1.1. The minute and confidential minute were approved as an accurate record of the meeting.

##### 2.2. Action Log | REM1124-2.2 | L. Grierson

- 2.2.1 LG confirmed that action 2 was part closed – Snr Staff Remuneration Policy had been updated and sent out to members and the pay progression part will be addressed via email in February. Action 1 will be brought to the June meeting.

#### 3. Principal and CEO – Interim Arrangements | Paper 3.1 | C Stuart

- 3.1 CS took the paper as read and explained that the paper proposes temporary arrangements until the appointment of a new Principal is in place..

## **REMUNERATION COMMITTEE MEETING**

- 3.2 CS advised members that the Board Development Committee had set a timeline of 1<sup>st</sup> May to appoint the new Principal if it goes internally and 1<sup>st</sup> August if it is an external appointment.
- 3.3 SI summarised the points raised and agreed that these were to be brought back in another paper and emailed to Committee members.

## **FOR INFORMATION ONLY**

### **4      AOCB | S Irving**

- 4.1 No other business was raised, and the meeting adjourned at 18:10 hours.

### **5      Date of the Next Meeting**

- 5.1 The date of the next meeting is scheduled for Monday 2 June 2025.






**Dumfries and  
Galloway College**

One step ahead

Item 2  
REM0125-2.2

**Key**

 Ongoing  
 Closed  
 Overdue

## Remuneration Committee Action Log 27.01.25

No	Meeting Date	Action	Lead	Deadline	Status	Commentary
1	11/11/24	<u>Benchmarking paper</u> Benchmarking paper based on similar/rural colleges to be brought to next meeting.	JC/JM	Jun 25	Ongoing	To be brought to meeting in June.
2		Senior Staff Remuneration Policy to be updated to reflect points raised	JM/JC	Feb 25	Closed	Policy updated and sent to Remuneration Committee on 3/12/24. Business schedule updated.