

Remuneration Committee

Tuesday 3 February 2026 (1600-1800)

Virtually by Teams

Agenda

<i>Time</i>	<i>Item</i>	<i>Lead</i>	<i>Paper</i>
	1. Welcome and Apologies <ul style="list-style-type: none"> Declaration of Interests and Connections 	SH	Verbal
For Approval			
	2. Minutes of Previous Meetings and Matters Arising <ul style="list-style-type: none"> 17 November 2026 Action Log 	SH LG	Paper 2.1 Paper 2.2
	3. Principal's Mid-Year Performance Update	CS	Paper 3.1
	4. ELT/SLT Pay award 25-26 <ul style="list-style-type: none"> Senior staff Mid-Year Performance Updates 	DD	Paper 4.1 Paper 4.2
For Noting			
	5. Snr Staff Remuneration Policy (updated)	DD	Paper 5.1
For Information only			
	6. AOCB	SH	Verbal
	7. Date of next meeting <ul style="list-style-type: none"> 12 May 2026 	SH	Verbal

Status: Approved

REMUNERATION COMMITTEE MEETING

MINUTE OF MEETING HELD ON 3 February 2026 AT 16:00 - VIA TEAMS

Present:		
Sharon Hodgson (SH)- Chair	George Clark (GC)	Ann Hill (AH)
Caroline Stuart (CS)	Alastair Irons (AI)	
In attendance:		
Lorraine Grierson (LG) – Governance Professional	Douglas Dickson(DD) – Principal	
Apologies:		
Jamie Ross (JR)		

1. Welcome and Apologies for Absence | Verbal | Acting Chair S Hodgson

1.1 The Chair welcomed everyone to the meeting and the Governance Professional confirmed that the meeting was quorate.

1.2 Apologies were noted as above.

1.3 Declaration of Interest | Verbal | Chair S Hodgson

1.3.1 The Chair reminded members to indicate any declaration of interest and/or connections as appropriate throughout the course of the meeting.

1.2.2 LG confirmed that she had an interest in Papers at no 4 on the agenda and will leave the meeting at that point.

FOR APPROVAL

2. Minutes of Previous Meetings and Matters Arising | Acting Chair S Hodgson

2.1.1 Minute of Meeting held 17 November 2025 | Paper 2.1 | Chair S Hodgson

2.1.2 Members agreed that the minutes of the meeting on 17 November 2025 accurately reflected the record of the meeting.

REMUNERATION COMMITTEE MEETING

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

2.2.1 LG confirmed that actions 1 and 2 were now closed.

2.2.2 **The Committee noted the action log.**

3 **Principal's Mid-Year Performance | Paper 3.1 | C Stuart**

3.1 CS noted the paper and advised that the purpose of the Principal's mid-year performance review was to ensure satisfactory progress against objectives and to identify any issues requiring ongoing monitoring. Overall, performance against targets was reported to be on track.

3.2 Good progress has been made towards the agreed suite of KPIs, which have been circulated to Chairs for comment.

3.3 It was suggested that reviewing the BAE Barrow model and the Dyson Academy approach, particularly their focus on work placements, would be beneficial.

3.4 Financial sustainability remains on track.

3.5 People and culture: staff ratio cost targets have been achieved; however, it is important to ensure these are maintained on a rolling basis.

3.6 Student satisfaction remains on track.

3.7 **The Committee noted the Principal's Update for performance.**

4 **ELT/SLT Pay Award 25-26 | Paper 4.1 | D Dickson**

4.1.1 DD set out the detail of this paper; highlighting the costs associated with the cost of living increase for senior staff and confirming that this was in line with projected spend and was therefore within budget and affordable. DD also confirmed that the VP Corporate Services had prepared projections to 2030 and had been able to provide assurance that in the current funding regime and with cost of living rises pegged to inflation this would likely remain affordable. It was recognised by Committee members that this paper complemented papers presented to the November 2025 meeting, it was in line with expectations and it was approved.

4.2 **Senior Staff Mid-Year Performance Updates | Paper 4.2 | D. Dickson**

4.2.1 DD provided committee members with an overview of the performance of the senior staff team. While it was recognised that a number of team members are new or in new positions and that there was a continued need to develop and strengthen the team ethos it was also acknowledged that individual team members were performing well. There was discussion about any issues arising with individual staff, DD provided assurance that a personal improvement plan approach would be adopted if required. The overall report was positively received and the work of the senior team was recognised.

4.2.2 **The committee noted the report.**

REMUNERATION COMMITTEE MEETING

5 Snr Staff Remuneration Policy | Paper 5.1 | D. Dickson

- 5.1 This policy contained a minor adjustment, reflecting discussion at committee in November 2025, to incorporate reference to annual cost of living rise for senior staff. The paper was duly noted.

FOR INFORMATION ONLY

6 AOCB | S Hodgson

- 6.1 The Chair provided an update on discussions with the TU Rep after the December board meeting and set out how the deliberations and decisions of RemCom would be reported to the Board in future in an effort to ensure a more inclusive approach to all Board members in as far as that is possible.

- 6.2 No other business was raised, and the meeting adjourned at 16.50 hours.

7 Date of the Next Meeting

- 7.1 The date of the next meeting is scheduled for Tuesday 12 May 2026.






**Dumfries and
Galloway College**

One step ahead

Item 2
REM0226-2.2

Key

-  Ongoing
-  Closed
-  Overdue

Remuneration Committee Action Log 3.02.26

No	Meeting Date	Action	Lead	Deadline	Status	Commentary
1	17/11/25	Snr Staff Remuneration Policy – It was agreed that a sentence will be added to the Policy to reflect the cost of living increase to match the lecturers.	DD	Feb 26	Closed	Policy updated and included in papers for noting.
2	17/11/25	After discussion the Committee approved the move of the 3 Directors salaries to agreed baseline.	DD	Nov 25	Closed	Complete

Remuneration Committee		
Agenda Item	4	
Paper Number	REM0226 - 4.1	
Date of Meeting	03 February 2026	
Location	MS Teams	
Title of Paper	Senior Staff Pay Award Academic Year 2025-26	
Presented by	Douglas Dickson	
Recommendation	Discussion	
Freedom of Information Disclosure Assessment		
FOI flag:	<input checked="" type="checkbox"/> Disclosable <input type="checkbox"/> Non-disclosable	
Reason/s for choice:		
Notes from author: (When will it become disclosable? Has FOI Officer guidance been sought?)		
Further comments/updates after initial submission		
Date added	Added by (name and role)	Comment/detail

Read Time: 3 minutes

1. Recommendation

1.1 The Remuneration Committee are asked to –

- Approve the pay award for senior staff for academic year 2025-26 from the 1st September 2025.

2. Executive Summary

- 2.1 The Senior staff pay award has been budgeted for in the 2025/26 accounts and the award proposed is within budget.
- 2.2 The Remuneration Committee agreed a Senior Staff Pay Policy in November 2025.
- 2.3 Senior staff pay awards are based on cost of living plus an increment within their salary scale.
- 2.4 Senior staff pay policy directly mirrors national bargaining for teaching staff and managers.
- 2.5 Senior staff pay includes all SLT – Principal, 2 x Vice Principals, 4 x Directors and the Governance Professional.

3. Context

- 3.1 The Remuneration Committee previously agreed a Senior Staff Pay Policy in November 2025. The pay awards proposed within it have been budgeted for in each academic year.
- 3.2 The Senior Staff Pay Policy agreed movement along salary scales for the Senior Leadership Team and also the application of cost-of-living increases.
- 3.3 The Senior Staff Pay Policy directly mirrors national bargaining for teaching staff and managers.
- 3.4 In relation to cost of living it was agreed by the Remuneration Committee that the cost of living for senior staff would match that of teaching staff. In 2025-26 teaching staffs' cost of living increase was 4.14%. For note the cost-of-living increase for support staff was 4.25%.
- 3.5 Senior staff pay is budgeted for within the College budget and is set to mirror that of teaching staff.
- 3.6 The Remuneration Committee is asked to agree the cost of living and movement along relevant salary scales from the start of September 2025 as follows -

	2025/26 £
Cost of all Senior Increments	18,600
Inflationary Uplift at 4.14%	27,500
Total Cost of all Senior Increments with On-cost	60,000

- 3.7 A longer term projection on senior staff pay has been completed and it is anticipated that if cost of living is around 3% that senior staff pay will be budgeted at £60,000 each year to 2030.
- 3.8 It is anticipated that the teaching staff national negotiations will look at a multi-year deal, at a future committee a similar proposal will be presented for decision.

4. Strategic Implications

4.1 The strategic implications have a direct link Mission 2030 priorities:

- Student Experience
- People & Culture
- Growth and Financial Sustainability
- Systems and Infrastructure

5. Risk

Risk	Mitigations
Failure to retain/attract and motivate key senior staff within the sector	<ul style="list-style-type: none"> ➤ Senior staff pay is transparent and matches national bargaining for teaching staff and managers. ➤ It reflects a balance between fair and effective reward and retention of individuals and potential criticism.

6. Implications

Financial	YES	The recommended pay progression for SLT is affordable and budgeted.
Legal	NO	This recommendation is within the scope of our financial memorandum and are outwith the scope of the NRPA.
Learning and Teaching	NO	
Equalities	YES	This recommendation is not considered to breach any aspect of equality legislation.

Douglas Dickson

Principal & CEO
09 January 2026

Remuneration Committee		
Agenda Item	5	
Paper Number	REM0226 – 5.1	
Date of Meeting	03 February 2026	
Location	MS Teams	
Title of Paper	Senior Staff Remuneration Policy	
Presented by	Douglas Dickson	
Recommendation	Discussion	
Freedom of Information Disclosure Assessment		
FOI flag:	<input type="checkbox"/> Disclosable <input checked="" type="checkbox"/> Non-disclosable	
Reason/s for choice:		
Notes from author: (When will it become disclosable? Has FOI Officer guidance been sought?)		
Further comments/updates after initial submission		
Date added	Added by (name and role)	Comment/detail

Read Time: 7 minutes

1. Recommendation

1.1 The Committee are asked to:

- Note the Senior Staff Remuneration Policy that will be tabled at the Board of Management.

2. Executive Summary

2.1 The purpose of this policy is to set out the remuneration and specific pay and progression arrangements for senior employees at the College.

3. Context

3.1 The policy, over, was agreed by the Remuneration Committee.

4. Senior Staff Pay Policy

4.1 The Senior Staff Pay Policy mirrors the arrangements for Lecturing staff under the NRPA in determining the scales and the salary increases.

4.2 The policy identifies that pay progression for senior staff will take place as follows –

- In line with the 4 principles outlined - transparency, relative fairness, competitiveness and benchmarking and affordability.
- Progression for senior staff will occur through a combination of inflationary pay adjustments and incremental movement along a salary scale.

5. Strategic Implications

5.1 The strategic implications have a direct link Mission 2030 priorities:

- Student Experience
- People & Culture
- Growth and Financial Sustainability
- Partnership

6. Risk

Risk	Mitigations
Failure to retain/attract and motivate key senior staff within the sector	<ul style="list-style-type: none"> ➤ There should be a balance between fair and effective reward and retention of individuals and affordability ➤

7. Implications

Financial	YES	Senior staff pay awards require to be affordable within the College budget.
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Legal	NO	Senior staff pay is outwith the NRPA.
Learning and Teaching	NO	
Equalities	YES	These proposals are not considered to breach any aspect of equality legislation.

Douglas Dickson

Principal & CEO

13 January 2026