V

REGIONAL BOARD REPORT

Subject: Report from the Remuneration Committee	**Purpose:** **For Approval** ☐ **For Discussion** ☐ **For Information** ☒
Prepared by: Jane Gaddie	**Date:** 3 December 2019

Purpose:
To provide the Regional Board with the Annual Report for the period August 2018 – July 2019.

Linked to Strategic Goal 3: Provide a high quality College experience.

Executive Summary:

The annual report of the Chair's Committee for the period August 2018 – July 2019 is attached.

Recommendation:
To note the content.

Previous Committee Approvals:
n/a

For publication ☒	**For publication with redactions** ☐	**Not for publication** ☐

Annual Report of the Remuneration Committee to the Regional Board 2018-19
Background

The remuneration committee has met once during 2019 on 7th August postponed from 20th June.

Membership for the year consisted of:
Elaine Acaster
Liz Parkes
Tony Jakimciw
Jane Gaddie (Chair)

Welcome
Liz Parkes was welcomed to her first Remuneration Committee.

Activity

Senior post holders
The Committee approved the salary recommendations for senior post holders pay and to their being revisited post job harmonisation all as set out in the paper presented at the meeting. The committee noted the terms of the paper and in particular the current exploration of a salary framework for the sector dealing with Principals and Senior Post Holders which would allow some benchmarking and matching of salaries depending on factors such as size and complexity of differing colleges. The Committee then agreed that the Principal also receive the 2% salary increase that reflects the Support staff agreement from 1st April 2019 (bringing Senior Post Holders salary review into line with Support staff) and in addition a payment of 5/12th of 2% from April 2020 – August 2020.

Terms of Reference
Amendments were made to the Terms of Reference for the committee. After discussion, the following points were agreed. The first line of the Constitution should be amended to read “A minimum of three non-executive independent members plus in addition the Chair of the Regional Board “. References to “Senior Management Team” should be changed to “Executive Team”. SFC guidelines should also be taken into account in clause 2.3 when considering the severance packages referred to therein. The Secretary was instructed to draft the necessary changes to effect the changes and the updated terms were approved by the Committee.

Jane Gaddie
On behalf of the Remuneration Committee