

REMUNERATION COMMITTEE

Minutes of a meeting of the Remuneration Committee held at 6.00pm on Tuesday 30th June 2009 at the Abingdon campus

Present: John Raftery (Chair)
Terry Stock

In attendance: Teresa Kelly (Principal)
David Bramble (Clerk)

Action

1. APOLOGIES FOR ABSENCE

Apologies for absence had been received and were accepted from David Doughty and Sylvia Doyle.

2. DECLARATIONS OF INTEREST

None from members.

3. MINUTES OF THE LAST MEETING

The minutes of the meeting held on 14th March 2007 were approved.

4. MATTERS ARISING

None.

5. PROPOSAL TO INCREASE NUMBER OF SENIOR POSTHOLDERS

Teresa Kelly advised that advice had been taken from Martineau, the College's solicitors. Their recommendation was that a college should have more than one senior postholder in order to facilitate adherence to disciplinary procedures which stated that only a senior postholder could dismiss a member of staff.

The Principal considered it appropriate for the two current Vice Principals to be appointed as senior postholders under new contracts of employment. The Committee agreed this proposal, in principle, and asked that draft service agreements be prepared for consideration in October 2009. Teresa Kelly would consult AoC on the suggestion that there should be a short incremental scale for senior postholders in preference to a spot salary subject to annual review.

Teresa Kelly

6. CONDITIONS OF SERVICE AND SALARIES OF SENIOR POSTHOLDERS

Teresa Kelly and David Bramble confirmed that there were no pressing issues and it was agreed that a detailed benchmark review, including possible bandings, should be carried out early next term. John Raftery would carry out appraisals of both senior postholders early next term.

7. ANY OTHER BUSINESS

There was none.

The meeting ended at 1900 hours