



<p style="text-align: center;"><b>REMUNERATION COMMITTEE</b></p> <p style="text-align: center;"><b>TERMS OF REFERENCE</b></p>
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<b>Membership:</b>	3 Members ( <i>from amongst the 'External' Members</i> )
<b>Quorum:</b>	2
<b>Chair:</b>	To be appointed by the Board (from amongst the Board Members)
<b>Clerking arrangements:</b>	Clerk to the Board
<b>Meetings:</b>	As required ( <i>usually 1 per annum</i> )
<b>Status:</b>	Required Committee ( <i>under the College's Instrument and Articles of Government</i> )
<b>Powers:</b>	<b>Advisory</b> to the Board, to consider any matters within its set remit or as may be specifically delegated by the Board from time to time
<b>Reporting arrangements:</b>	Relevant matters and recommendations to be reported to the next suitable Board meeting ( <i>The nature of the Committee's business is such that the minutes of each meeting will usually be classified as 'confidential'</i> )
<b>Purpose:</b>	To advise the Board on the remuneration (pay and terms & conditions of employment) of the Chief Executive, designated Senior Leadership Team Members and the Clerk and ensure effective performance management of those positions

**Remit:**

1. Consider and advise the Board on all matters relating to the conditions of service, grading and remuneration of the Principal, other members of the Senior Leadership Team and the Clerk
2. Commission any relevant outside legal or other advice (including sector pay data reports) necessary to fulfil the Committee's remit
3. Act as the Performance Review Panel for the relevant positions, overseeing/approving the performance objectives and priorities for the individuals at the start of each academic year and reviewing outturns.

*NB For the purposes of the college's Instrument and Articles of Government, the remit of the Board and Remuneration Committee over 'Senior Leadership Team' was defined by the Board in July 2017 to be the roles of Dean and Finance Director (minute 17/46 refers). This being in addition to responsibilities over the positions of Chief Executive and Clerk, separately listed in the I&A.*