

Terms of Reference – Remuneration Committee

Approved by the Corporation on 10 December 2024

1.1. The Committee is established to assist the Corporation in discharging its responsibilities under Article 3(1)(f) for:

the appointment, grading, suspension, dismissal and determination of the pay and conditions of service of the holders of senior posts and the Clerk, including, where the Clerk is, or is to be appointed as, a member of staff, the Clerk's appointment, grading, suspension, dismissal, and determination of pay in the capacity of a member of staff

1.2. The Committee shall comprise the Chairs of the Corporation Committees, the Chair of the Corporation, and the Vice-Chair(s) of the Corporation. The Corporation shall nominate an external governor other than the Chair of the Corporation to serve as Chair. The quorum of the Committee is three. Staff and student governors may not be members of the Committee.

1.3. The CEO & Principal shall not be a member of the Committee but shall be in attendance. The Committee will be advised by the Director of Governance.

1.4. The core tasks of the Remuneration Committee are to:

- agree the objectives for the CEO and other Senior Post Holders, and appraise the performance of the CEO and Senior Post Holders against those objectives;
- having regard to the Association of Colleges Senior Post Holder Remuneration Code, recommend to the Corporation Board the remuneration and other terms and conditions of employment of the CEO and other Senior Post Holders;
- review at intervals the probation, capability, disciplinary, grievance and performance management policies for the CEO and other Senior Post Holders;
- receive and consider suggested modifications to the staffing structure in relation to Senior Post Holders; and
- subject to the provisions of the Articles of Government, to recommend to the Corporation redundancy, premature retirement proposals and any other severance proposals for Senior Post Holders.

1.5. Wherever possible, meetings of the Remuneration Committee will be aligned with meetings of the Search & Governance Committee.