

# Remuneration Committee

<b>Membership</b>	At least three members of the Personnel Committee (excluding the Principal)
<b>Attendance</b>	Principal (as required)
<b>Quorum</b>	<b>40%</b>
<b>Schedule</b>	At least one meeting per year

## Key Purpose

To consider the remuneration, conditions of service and the appraisal and development of the Principal and Senior Post Holders.

## Delegations

1. To establish a transparent procedure for the remuneration of the Principal and Senior Post Holders.
2. To ensure that rewards are made in a fair and responsible manner and are linked to the individuals contributions to the success and successful performance of the College.

## Duties

To review and make recommendations to the Corporation on:

1. The appointment, grading, suspension, dismissal and determination of the pay and conditions of service of Senior Post Holders and the Clerk to the Corporation.
2. The remuneration of the Principal and the Clerk to the Corporation.
3. The appraisal and performance management of the Principal and Senior Post Holders.
4. Any severance arrangements in the event of early termination of employment of the Principal and Senior Post Holders.
5. Succession planning and the recruitment of Senior Post Holders.
6. To ensure compliance with the relevant statutory requirements and employment law, and consider and advise the Corporation on relevant information from the Local Authority and appropriate bodies.
7. To consider Health and Safety, Equality and Diversity, Safeguarding and PREVENT issues where relevant to the work of the Committee.
8. To ensure that risks relevant to the work of the Committee are reviewed and reported to the Audit Committee.
9. To annually self assess the effectiveness of the Committee.
10. To consider other relevant matters delegated by the Corporation from time to time.