



CONFIDENTIAL

Board of Management

Meeting	PR&R Committee
Date and time	Thursday 02 March 2023 at 10.00 a.m.
Location	Via Microsoft Teams, Calendar Link

Board Secretary
23 February 2023

AGENDA

Welcome and Apologies

Declarations of Interest

1. MINUTES

Meeting of the Committee held on 01 September 2022

2. OUTSTANDING ACTIONS

3. PRINCIPAL'S TARGETS

Verbal Update from Senior Independent Member

4. REMUNERATION EXERCISE – PRINCIPAL, EMT AND RESEARCH TEAM

Verbal Update from HR Manager

5. AOCB

6. DATE OF NEXT MEETING – 10.00 a.m. on Thursday 01 June 2023

UHI | INVERNESS

MINUTES of the MEETING of the PERFORMANCE, REVIEW AND REMUNERATION COMMITTEE held via Microsoft Teams on Thursday 01 September 2022

PRESENT: Innis Montgomery, Donald MacKenzie, Mark Sheridan
CHAIR: Innis Montgomery
APOLOGIES: Tina Stones & Dee Bird
ATTENDING: Principal
HR Manager
Governance Officer

The Governance Officer confirmed that this meeting was quorate.

No declaration of interests, statements of connections or transparency statements were noted.

1. MINUTES

The Minutes of the meeting of the Performance Review and Remuneration Committee held on 18 July 2022 were **AGREED** as a correct record and were **APPROVED**.

2. OUTSTANDING ACTIONS

Review of Remuneration of Principal and EMT – The Governance Officer advised that we will be monitoring the Principal and EMT salary review on an annual basis and that the process will begin again in Spring 2023.

3. DIRECTORS OF RESEARCH STAFF PAY AWARD 2020-21 AND 2021-22 TERTIARY EDUCATION LEADERS (TELS) TERMS AND CONDITIONS

The HR Manager spoke to her report. In respect of the Directors of Research Staff Pay Award 2020-21 the HR Manager advised the Committee that these roles were considered outside the scope of the review of the Principal, EMT and Research Pay Awards.

The Committee was advised that both roles were currently graded at M1 and that it was proposed that their pay increase would mirror that of the EMT and would be 0.01% below the Lecturer Staff Pay Award.

The Committee discussed the impact of the proposal in terms of our finances, the pay settlement date, professorial recompense in comparison to other universities, the potential to link these roles to income generation targets in the

future and the potential for a benchmarking exercise to be conducted in relation to professors. The Committee noted that we can measure the benefit that these roles bring to the College with the results of the REF highlighting this.

Decision: The proposed pay awards in respect of the Directors of Research were **AGREED**.

The HR Manager provided the Committee with a background to the Tertiary Education Leaders (TELS) role and advised that the role currently sits under the professional services contract and is part of the professional services national pay bargaining process.

The Committee noted that it is proposed that the TEL posts should be moved to a Senior Management Team Contract and would be subject to a pay award to grade M1 so that their salaries mirror that of the Directors of Research. It was advised that the TELS annual leave would remain consistent with that of the EMT leave. TEL's would then be subject to the annual review of salaries as per the Principal, EMT and Research Pay Awards.

The Committee noted the importance of this exercise and discussed the value which the TEL's bring to the organisation in respect of values, savings and efficiencies. The Committee noted that this proposal would ensure consistency in respect of our contracts.

Decision: It was **AGREED** that the TEL posts would be changed to a senior management contract and that the salary grade would be increased to M1.

4. AOCB

The HR Manager advised that we have received the EIS pay claim for 22-23. It was noted that this would be discussed further at the HR Committee being held on 22 September 2022.

5. DATE OF NEXT MEETING

Thursday 02 March 2022 at 10.00 a.m.

Signed by the Chair: _____

Date: _____

Outstanding Actions – PR&R Committee

18 July 2022				
Review of Remuneration of Principal and EMT	The Principal and EMT Salary will be monitored on an annual basis to ensure that we continue to align with other comparable institutions	Board Secretary & HR Manager	Spring 2023	