

## Board of Management

### MINUTES of the MEETING of the PERFORMANCE, REVIEW AND REMUNERATION COMMITTEE held in the Board Room, 1 Inverness Campus on Thursday 22 November 2018

**PRESENT:** Sarah Burton, Brian Henderson (by VC), Neil Stewart, Steve Walsh, John Wilson  
**CHAIR:** Steve Walsh  
**APOLOGIES:** Hazel Allen  
**ATTENDING:** Principal  
 Secretary to the Board of Management

#### 1. MINUTES

The Minutes of the Meeting of the Performance Review and Remuneration Committee held on 22 February 2018 were **AGREED** as a correct record, were **APPROVED** and signed.

#### 2. SMT STRUCTURE

Although this was an operational issue for the Principal and the SMT, the Chair thanked the Principal for the opportunity to have the rationale for the changes explained.

The Principal spoke to his report which updated the Committee on the appointment of the additional Depute for Academic Development and also set out the plans to reimage the SMT and the extended management structure across the college. A number of job titles would be changed to ensure that the college was more aligned with sector norms and the expectations associated with title. The SMT had also considered interdependencies between groups and individuals. The current operational management group and the academic management group had been reconfigured into one large monthly meeting – Managers Operational Research and Academic Group (MORAG). This monthly meeting would be critical in producing and reflecting the annual planning and reporting cycle in addition to sharing and driving best practice.

The Committee asked the Principal to be mindful of any potential job evaluation requirements and how the new structure fed into both the academic committee and the board committee structures.

It was **AGREED** that

1. the Principal would include details of this exercise in his report for the Board of Management
2. the outcome of any consultation and job evaluation requirements would be reported to the Human Resources Committee
3. any financial impact of the exercise would be reported to the Finance and General Purposes Committee

Signed by the Chair:



Date:

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