

Committee	Human Resources and Remuneration Committee		
Date paper prepared	10/06/2022	Date of committee meeting	15/06/2022
Subject	Terms of Reference Amendment		
Author	Matthew Sierocinski King		
Action requested	For Recommendation		
Purpose of the paper	To ensure compliance with the Code of Good Governance, the terms of reference need two sentences added in the Membership section.		
Brief summary of the paper	The committee is asked to recommend to the Board of Management the amendments in the terms of reference, as highlighted in red.		
Consultation	This Committee in this meeting. Email liaison was made with the Chair and verbal liaison was made with the Principal when it was understood that a separate sub-committee would be needed to be formed. However, this has now be reversed in favour of making the suggested amendments.		
Resource implications	These additions avoids the formation of a separate committee or sub-committee to oversee the requirements of remuneration.		
Risk implications	The Code of Good Governance requires such a committee to exist without the presence of other types of director.		
Link with strategy	Sustainability		

Equality, Diversity and Inclusion	N/A
Island Community Impact	N/A
Paper status	<input checked="" type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].
Freedom of information	Open If closed/ withheld, select date this will become 'open': Enter a date.

Human Resources and Remuneration Committee Terms of Reference Amendment

Clause C.20 of the Code of Good Governance states the following:

“The board must have a formal procedure in place for setting the remuneration of the principal by a designated committee of non-executive members. The board may wish to supplement this by taking evidence from a range of sources. In particular, staff and students should have a role in gathering and submitting evidence in relation to the college principal to the relevant committee.”

The committee is asked to recommend the changes of the Human Resources and Remuneration Committee Terms of Reference, to ensure compliance and avoiding separating Human Resources and Remuneration Committee into two separate committees, as is the case at other Academic Partners of UHI.