

Committee	Board of Management		
Agenda Item Number	6.3		
Date paper prepared	15/08/2022	Date of committee meeting	24/08/2022
Subject	Amendment to the Terms of Reference of Human Resources and Remuneration Committee		
Author	Matt Sierocinski King		
Action requested	To Approve		
Purpose of the paper	To approve the recommendation of the amendment requested by Human Resources and Remuneration Committee which ensure its compliance with clause C.20 of the Code of Good Governance		
Brief summary of the paper	<p>Human Resources and Remuneration Committee recommend to Board of Management that the following amendment be approved for use in their terms of reference:</p> <p><i>When exercising the remit of remuneration, any Staff Directors and Student Directors must withdraw from the meeting in their capacity as directors. They may (like any other staff member or student of Shetland UHI), by request of the committee, present evidence in line with Clause C.20 of the Code of Good Governance.</i></p> <p>Board of Management is asked to approve 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.</p> <p>Document BOM-HRR-2021-14.1 highlights the amendment in red.</p>		
Consultation	Human Resources and Remuneration Committee		
Resource implications	These additions avoid 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
<u>Equality, Diversity and Inclusion</u>	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 Confidential - The paper must not be circulated beyond the committee members and should not be published online.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].
<u>Freedom of information</u>	Open If closed/ withheld, select date this will become 'open': Enter a date.