

# Human Resources and Remuneration Committee Meeting, Quarter 1, 2023-2024

Wed 27 September 2023, 16:30 - 18:30

## Agenda

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**16:30 - 16:33** **1. Welcome, Apologies, and Announcements**  
3 min  
*Information* *David Sandison*

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**16:33 - 16:35** **2. Declarations of Interest**  
2 min  
*Decision* *David Sandison*

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**16:35 - 16:40** **3. Minutes of the Previous Meetings**  
5 min  
*Decision* *Graeme Howell*



### 3.1. 2022-2023 Q4 Meeting

*Decision* *Graeme Howell*

-  Confidential Minutes of the Previous Meeting of Human Resources and Remuneration Committee (2022 Q4).pdf (2 pages)
-  Non-Confidential Minutes of the Previous Meeting of Human Resources and Remuneration Committee (2022 Q4).pdf (7 pages)

### 3.2. 2022-2023 Q3 Meeting

*Decision* *Graeme Howell*

-  Non-Confidential Minutes from the Previous Meeting of Human Resources and Remuneration Committee (Q3 2022).pdf (7 pages)
  -  Confidential Minutes of the Previous Meeting of Human Resources and Remuneration Committee (2022 Q3).pdf (2 pages)
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**16:40 - 16:41** **4. Matters Arising**  
1 min  
*Information* *Graeme Howell*

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**16:41 - 16:43** **5. Terms of Reference**  
2 min  
*Decision* *Graeme Howell*

-  Terms of Reference for Human Resources and Remuneration Committee (As Approved in June 2023).pdf (3 pages)
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## Matters for Decision

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**16:43 - 16:48** **6. Status of Unison - (Confidential)**  
5 min  
*Decision* *Kathryn MacDonald*

**16:48 - 16:53 7. Relocation**

5 min

*Decision* *Jane Lewis*

 BOM-HRR-2023-02 2023 HRR Relocation policy.pdf (7 pages)

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## Regular Updates

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**16:53 - 16:58 8. Living Wage Accreditation - Update**

5 min

*Information* *Jane Lewis*

Verbal

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**16:58 - 17:03 9. Professional Services Restructure - (Confidential)**

5 min

*Discussion* *Gemma MacGregor*

Verbal

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**17:03 - 17:08 10. Academic Services Restructure - (Confidential)**

5 min

*Discussion* *Laura Burden*

Verbal

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**17:08 - 17:13 11. National Bargaining and Industrial Action**

5 min

*Information* *Jane Lewis*


Verbal

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**17:13 - 17:18 12. Update on Recruitment Audit Actions**

5 min

*Information* *Kathryn MacDonald*

 BOM-HRR-2023-04 27.09.23 - short paper on recruitment audit.pdf (2 pages)

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## Papers for Information and Discussion

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**17:18 - 17:23 13. Update on Policies - (Restricted)**

5 min

*Decision* *Kathryn MacDonald*

 BOM-HRR-2023-03 HRR Policies update.pdf (4 pages)

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## Internal Committee Matters

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**17:23 - 17:25 14. Committee training**

2 min

*Discussion*

*Matt Sierocinski King*

Verbal

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**17:25 - 17:30 15. Chair and Vice-Chair**

5 min

*Decision*

*Graeme Howell*

Verbal

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## Concluding Matters

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**17:30 - 17:32 16. Any Other Business**

2 min

*Information*

*Graeme Howell*

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**17:32 - 17:33 17. Date of Next Meeting**

1 min

*Information*

*Matt Sierocinski King*

9th November 2023


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**17:33 - 17:33 18. Remuneration Matters**

0 min

*Decision*

 BOM-LTR-2023-02.1 NSS\_2023\_Brief\_Report.pdf (6 pages)

 BOM-LTR-2023-02.2 PTES 2023 Brief Report.pdf (8 pages)

 BOM-LTR-2023-02.3 SSES 2023.pdf (39 pages)

 04 Shetland UHI - Final - Final Report.pdf (7 pages)

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**17:33 - 17:43 19. Remuneration of the Vice-Principal Operations - (Confidential)**

10 min

*Decision*

*Jane Lewis*

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**17:43 - 17:53 20. Remuneration of the Depute Principal Tertiary - (Confidential)**

10 min

*Decision*

*Jane Lewis*