

# **BORDERS COLLEGE**

## **REMUNERATION COMMITTEE**

### **TERMS OF REFERENCE**

#### **1. Constitution**

The Committee will consist of the Chairs of the Finance and Resources, Audit and Risk, Curriculum, Quality and Student Experience Committees and the Senior Independent Member (SIM) in addition to the Chair of the Regional Board. For the avoidance of doubt, the Principal of the College is ineligible for appointment but shall be an adviser to the Committee regarding proposals relating to other members of the Executive Team. They may not take part in the determination of any such matter. Members of the College Executive Team can be in attendance by invitation of the Chair.

**1.1 Quorum:** Three members of the Committee shall constitute a quorum.

**1.2 Chair:** The Committee shall elect a Chair from amongst its members for approval by the Regional Board. The Chair of the Regional Board shall not act as Chair of the Committee.

#### **2. Terms of Reference**

- 2.1** To determine and review the salaries, terms and conditions and pension arrangements of the Principal and other members of the Executive Team;
- 2.2** To determine the performance framework applied to the Principal and other members of the Executive Team, adopting a process consistent with the requirements of the Code of Good Governance and agree and review annually the Principal's objectives;
- 2.3** To consider and respond to any appeals made by senior executives in relation to 2.1 and 2.2 above; and
- 2.4** To demonstrate efficient and effective use of public funds in the Committee's decisions, so that they reflect the performance of the organisation and the requirement for its ongoing financial sustainability.

#### **3. Authority**

The Committee is authorised by the Regional Board to obtain independent professional advice if it considers it necessary.

#### **4. Meetings**

The Committee shall meet at least once yearly, more frequently as necessary.

## **5. Reporting**

The Chair of the Committee will make a report at the next feasible Regional Board meeting.

Date of next Review: June 2027