



Terms of Reference of the Remuneration Committee

1. Responsibilities of the Committee

- 1.1. To advise the Board on the remuneration and conditions of service of the Principal.
- 1.2. In determining recommendations to the Board on the remuneration and conditions of service of the Principal and Senior Post Holders, the committee will consider both national benchmarking information on pay and conditions for institutions of a comparable size or style to Derwentside College and information on similar positions within the region.
- 1.3. To advise the Board on any compensation (including the augmentation of pension benefits) which may be payable in the event of the early termination of the employment of the Principal and Senior Post Holders.

2. Membership

- 2.1. The membership of the committee shall be the Chair, Vice Chair and one other member who is not a staff member.

3. Quorum

- 3.1. All members must be present for the meeting.

4. Frequency of Meetings

- 4.1. The Remuneration Committee shall meet at least once a year.

Approved by the Board on 30 September 2008

Reviewed by the Board on 8 December 2009

Amended by the Board on 25 January 2011

Reviewed by the Board on 13 December 2012

Amended by the Board on 17 December 2013

Reviewed by the Board on 7 October 2014

Reviewed by the Board on 6 October 2015
Reviewed by the Board on 11 October 2016
Reviewed by the Board on 10 October 2017
Reviewed by the Board on 9 October 2018
Amended by the Board on the 8 October 2019
Reviewed by the Board on 5 October 2020