

TERMS OF REFERENCE FOR THE HUMAN RESOURCES COMMITTEE 2016/2017

Composition of Membership of Committee:

Chair or Vice Chair of Governors (ex-officio)
Principal (ex-officio)
and a minimum of 6 additional Governors including the following:

A teacher governor, a support staff governor, two governors from the Finance committee and a governor from the Curriculum committee.

Associate Membership:

Deputy Principals
Assistant Principal for Human Resources

Only Governors have voting rights

Current Membership:

Governor	Margaret Turgoose (Chair)
Governor - Vice Chair of GB	Lesley Miszewska (Vice Chair)
Governor - Principal (ex-officio)	Tony Alexander
Governor – Finance	Ray Davison
Governor - Teacher	Andy Gelling
Governor	Philip Wales
Governor - Curriculum	Kim Johnson
Governor- Finance	Roger Lawrence
Governor	Ian MacQueen
Governor - Support Staff	Robert Mitchell
Governor	Marianne Skinner

Current Associate Membership:

Deputy Principal	David Turner
Assistant Principal Human Resources	Loraine Bowles
Human Resources Manager	Gillian Keddie

Attendance The committee may invite to particular meetings, individuals responsible for Human Resources management within the College

Quorum: The Principal or nominated Deputy and three other governors including the Chair or Vice Chair of Human Resources.

PA to Committee: Michaela Savage

Period of Office: 4 years or for as long as a member remains eligible whichever is the shorter.

Meeting dates for 2016 / 2017 11.10.16 27.06.17
14.03.17

Date agreed: September 2016

Date of review: September 2017

Committee Chair's Signature

Brief

To consider the efficient management of the Human Resources of the College within the framework of the development plan and Governors' policies including employment legislation and relevant local agreements.

Terms of reference	Decision or Recommendation	Review Cycle
a) To review and recommend to the FGB a pay policy for all members of staff.	R	Aut
b) To ensure that appropriate arrangements for linking appraisal to pay are in place, can be applied consistently and that pay decisions can be objectively justified.	R	Aut