

AQUINAS COLLEGE
REMUNERATION COMMITTEE

Date: 10 June 2013
Time: 3.30pm.
Venue: The College

PRESENT: Mrs. C. H. Dove (Chair), Miss M Braithwaite and Mr L Byrne.

IN ATTENDANCE:

Mr D Pearson Principal
Mr. T. Conlon Clerk to the Governors

1. APOLOGIES FOR ABSENCE

An apology for absence was received and accepted from Mrs E Rice.

2. DECLARATION OF INTERESTS

Governors and Clerk were asked to declare any interest, which they may have in any of the items on the Agenda for this meeting. No interests were declared.

3. MINUTES OF THE PREVIOUS MEETING

The Minutes of the meeting held on 11 June 2012 were agreed as a correct record.

4. MATTERS ARISING FROM THE MINUTES

There were no matters arising.

5. SUCCESSION PLANNING

Mr Pearson advised members that the size of the senior team had reduced Mr M Sutherland (Assistant Principal) had retired at the end of the last academic year. In addition Mrs P Ollerhead had taken up the post of Principal at SK1 which is a 14-19 Technical School within Stockport College. It opens in September 2013 and will cater for more vocational studies covering Science, Technology, Engineering and Mathematics (STEM). A paper showing the comparison of the senior management structure at the college in September 2012 and September 2013 was circulated.

The senior management structure at the college from September 2013 would be as follows:

Principal	Mr D Pearson
Vice Principal	Mr E Moore
Assistant Principal	Mrs D Blackburn (Finance)
Assistant Principal	Mr E Lack (Quality and Curriculum)

Mr Pearson advised Governors that there were a number of colleagues in middle management who have taken on additional responsibilities. He outlined the structure for the management team. The new structure will operate for the 2013/2014 academic year and will be reviewed in the Spring Term 2014 with a view to advertising an Assistant Principal's post for September 2014. In the meantime Mr Pearson will chair the weekly pastoral meetings.

Mr Pearson advised members that although only himself and Mr Moore were practicing Catholics, the rest on the senior team all fully supportive of the ethos of the college. He felt it was important to maintain the Catholic Ethos and the matter of practicing Catholics should be considered in the future should there be any turnover on the team. The position will be reviewed when the Vice Principal retires.

6. COMMITTEE TERMS OF REFERENCE

A copy of the current remuneration Committee Terms of Reference had been circulated to all members prior to the meeting. After a full discussion it was agreed that the following changes were necessary:

- i) Paragraph 2. Delete “to” and replace with “shall”
- ii) Paragraph 6. Delete “a matter” and replace with “matters”

7. SENIOR POSTHOLDERS REMUNERATION

Mr Pearson provided details from the Association of Colleges Remuneration Survey for all College Principals and Vice Principals along with the same information for Sixth Form Colleges. This information showed that the college was in the Median for the Principal’s salary and in the Upper Decile for the Vice Principal’s salary in both instances.

Mr Pearson left the meeting at this point

After a full discussion it was:

RESOLVED:

- i) That due to the financial constraints on the college budget and the fact that no pay award had been given for 2011 and 2012 to other members of the teaching staff, the Committee felt that it would be inappropriate at this moment in time to increase the pay of the Principal and Vice Principal
- ii) That the salary of the Principal and Vice Principal remain at the existing level.
- iii) That the Committee recorded their thanks and appreciation to Mr Pearson and Mr Moore for their hard work and commitment to the College.

8. SFCA PAY NEGOTIATIONS

Mr Pearson advised Governors that discussions were taking place between the employers and teacher associations in respect of any pay award from September 2013. The item would be on the agenda for the Summer Conference for Principal’s and an indication of the likely outcome should be known at that meeting.

Mr Pearson advised Governor that on 27 June 2013 the NAS/UWT and the NUT had called a one day strike in support of their ongoing dispute about pay and pensions. This could affect approximately 80 staff at the college.

9. DATE OF NEXT MEETING

It was agreed that the meeting would be held on 9 June 2014 at 3.30pm.

Signed -----
Chairperson

Date -----