

## Remuneration Committee minutes

A meeting of the Remuneration Committee was held on Thursday 12 December 2019 at 15:30 at 97 Haymarket Terrace, Edinburgh.

**Present:** Douglas Mundie (Chair)  
Veena O'Halloran

**Officers:** Martin Fairbairn, Chief Operating Officer  
Karen Watt, Chief Executive (from item 5: HR and OD Report)  
Helen Gibson (minutes)

### 19/30 **Welcome and Chair's business**

The Chair welcomed those attending.

Under Chair's Business there was a reference to a recent discussion at the Council board on governance, and specifically on the nature of board engagement with institutions through Strategic Dialogue Meetings. It was noted that the executive intends to review its processes for institutional engagement in the round and that it would therefore be appropriate for the Committee to revisit this with the executive at its meeting in June 2020.

### 19/31 **Minutes from the previous meeting on 16 October 2019 (RC/19/MIN3)**

Minutes from the previous meeting on 16 October 2019 were agreed as a true record.

### 19/32 **Matters Arising**

It was noted that the Board induction process had been amended in response to members' feedback.

### 19/33 **HR and OD Report (RC/19/14)**

The Committee welcomed this update report. In particular, the Committee:

- Noted that the staff pay proposals had not yet been approved by the Scottish Government but that this approval was expected imminently.
- Welcomed the executive's plans for organisational learning and development from 2020-21, as detailed in its draft learning & development strategy.

**19/34 Resource Planning update (RC/19/15)**

The executive provided an update on progress with the proposal made to Scottish Government on running costs and on preparatory work underway in relation to resource planning for 2020-21. The Committee welcomed this update.

**19/35 Forward agenda (RC/19/16)**

It was agreed that the following item be added to the forward agenda:

- Strategic Dialogue Meetings: to be revisited in June 2020.

**19/36 Date of next meeting**

Friday 13 March 2019.