

Nominations and Remunerations Committee

Date of Meeting	Thursday 28 May 2020
Paper Title	Executive Director's Report on GCRB Staff Salary Reviews
Agenda Item	6
Paper Number	NRC4-B
Responsible Officer	Martin Boyle, Executive Director
Recommended Status	Disclosable
Action	For noting

1. Report Purpose

- 1.1. Report on the exercise of delegated authority as it relates to pay award

2. Recommendations

- 2.1. The committee is invited to **note** this report in line with its remit to receive reports on pay awards across the organisation.

3. Report

- 3.1. The Scheme of Delegated Authority requires the Executive Director to report to the regular meetings of the Board any decisions he has made under the Scheme of Delegated Authority for amounts greater than £10,000 in relation to:
- committing funds within agreed budgets;
 - revision of individual budgets for any one year up to a limit of £10,000 or 5%, whichever is the higher; and
 - application of any discretionary budget controlled by the Executive Director.
- 3.2. As per the confirmation at the GCRB Board Meeting of 27 April 2020, the Scheme of Delegation was used to confirm the pay awards for GCRB support staff.
- 3.3. This award was made in line with Scottish Public Sector Pay Policy, and comes into effect from April 2020. This is the same as that awarded to support staff in the college sector (i.e. 1.25%) and covers the period to 31 August 2020.

4. Risk Analysis

- 4.1 No significant risk.

5. Legal Implications

- 5.1. No significant legal implications.

6. Resource Implications

6.1. Pay award allocation is budgeted within current allocation.

7. Equalities Implications

7.1. No significant equalities implications.

8. Strategic Implications

8.1 No significant strategic implications

