

Human Resources and Remuneration Committee Meeting, Quarter 4, 2023-2024

Wed 08 May 2024, 16:30 - 18:30

Agenda

16:30 - 16:33 **1. Welcome, Apologies, and Announcements**
3 min
Information *David Sandison*

16:33 - 16:35 **2. Declarations of Interest**
2 min
Decision *David Sandison*

16:35 - 16:40 **3. Minutes of the Previous Meetings**
5 min
Decision *David Sandison*

- 📄 Non-Confidential Minutes of the Previous Meeting of of Human Resources and Remuneration Committee (2023 Q3).pdf (6 pages)
- 📄 Confidential Minutes of the Previous Meeting of of Human Resources and Remuneration Committee (2023 Q3).pdf (4 pages)

16:40 - 16:41 **4. Matters Arising**
1 min
Information *David Sandison*

16:41 - 16:43 **5. Terms of Reference**
2 min
Decision *David Sandison*

- 📄 Terms of Reference for Human Resources and Remuneration Committee (As approved in March 2024).pdf (3 pages)

Matters for Decision

16:43 - 16:48 **6. Bereavement-Compassionate Leave Policy**
5 min
Decision *Kathy MacDonald*

- 📄 BOM-HRR-2023-19.01 SUHI Bereavement-Compassionate Leave Policy - Apr 24.pdf (5 pages)

16:48 - 16:53 **7. Carer's Leave Policy and Procedure**
5 min
Decision *Kathy MacDonald*

- 📄 BOM-HRR-2023-20.01 SUHI Carer's Leave Policy & Procedure - Apr 24.pdf (4 pages)

16:53 - 16:58 **8. Dependants Leave Policy**

5 min


Decision *Kathy MacDonald*

 BOM-HRR-2023-21.01 SUHI Dependants Leave Policy - Apr 24.pdf (2 pages)

16:58 - 17:03 **9. GBV Policy**

5 min

Decision *Jane Lewis*

 BOM-HRR-2023-22 FINAL UHI Student Gender Based Violence Policy for UHI Shetland.pdf (11 pages)

Regular Updates


17:03 - 17:08 **10. Restructuring Matters/VSS Report - (Confidential)**

5 min

Discussion *Jane Lewis*

Including the Equalities Impact Assessment latest version.

 BOM-HRR-2023-23.00C Confidential HR&R Update on VSS.pdf (2 pages)

 BOM-HRR-2023-23.01 Sept 2023 - Draft EQIA Academic Restructurev2.pdf (1 pages)

 BOM-HRR-2023-23.02C Confidential SFC VSS letter.pdf (6 pages)

17:08 - 17:13 **11. National Bargaining and Industrial Action**

5 min

Information *Jane Lewis*

Verbal

17:13 - 17:18 **12. Quarterly HR Report**

5 min

Information *Kathy MacDonald*

 BOM-HRR-2023-24.01 HR Quarterly Report - April 2024 - HR&R.pdf (10 pages)

Papers for Information and Discussion

17:18 - 17:23 **13. Table of amendments made to Policies - (Restricted)**

5 min


Information *Kathryn MacDonald*

 BOM-HRR-2023-18.01 Policy Review - May 2024.pdf (2 pages)

17:23 - 17:28 **14. Fair Work Statement**

5 min

Discussion *Kathy MacDonald*

 BOM-HRR-2023-17.01 29.11.23 - Fair Work Statement.pdf (2 pages)

Internal Committee Matters

17:28 - 17:30 **15. Committee training**

2 min

Discussion

Matt Sierocinski King

Verbal

17:30 - 17:35 16. Chair and Vice-Chair

5 min

Decision

David Sandison

Verbal

Concluding Matters

17:35 - 17:37 17. Any Other Business

2 min

Information

David Sandison

17:37 - 17:38 18. Date of Next Meetings

1 min

Information

Matt Sierocinski King

4th September 2024 at 16:30 on Teams

4th December 2024 at 16:30 on Teams

12th February 2025 at 16:30 on Teams

23rd April 2025 at 16:30 on Teams

Remuneration Matters

17:38 - 17:48 19. Remuneration of Principal - (Confidential)

10 min

Decision

David Sandison