

Meeting	Agenda Item	Reference No
23/10/09	13	HEFCW/09/87

1 Issue

- 1.1 Dr Malcolm Ballin, independent member of the Human Resources Committee and the Appointments Committee has been recommended for the role of independent member of the Remuneration committee.
- 1.2 In order for Dr Ballin to also be appointed to the Remuneration committee (following the standard Appointments Committee approval process), the Terms of Reference of the Appointments Committee require revision.

2 Rationale for paper

- 2.1 There are no direct Corporate Plan implications, but the matter requires resolution in order to complete Remuneration committee membership and schedule a meeting in 2009.

3 Recommendation

3.1 The Council is invited to:

Approve revisions to the Appointments Committee Terms of Reference as detailed in the Annex.

4 Timing for decisions

- 4.1 The appointment proposal follows approval from the Human Resources Committee Chair and is required to allow the timely scheduling of a Remuneration Committee meeting in 2009.

5 Council members' interests

- 5.1 No conflicts of interests have been declared in advance of the meeting.

6 Further information

contact Bethan Owen (Tel 029 2068 2215; E-mail: Bethan.Owen@hefcw.ac.uk)

7 Background

7.1 Mr Roger Thomas, Chair Council and the Appointments Committee has proposed the appointment of Dr Malcolm Ballin, current independent member of the Human Resources Committee to the Remuneration sub-committee . The proposal has been discussed with Dr Ballin, who has agreed to the role and, and has been supported by Dame Sandra Burslem – Chair of the HR Committee.

7.2 Currently the Appointments Committee Terms of Reference state that the:

independent member will not be a member of Council, its committees (other than the Human Resources) or the HEFCW Executive. The independent member will be appointed for an initial period of 2 years.

which requires amendments following approval by Council if Dr Ballin is to be considered by the Appointments Committee for the Remuneration committee role.

7.3 The following text would also be added:

'The independent member would be excluded from any appointment committee correspondence and/or discussion relating to his/her appointment to the remuneration committee.'

8 Financial implications

8.1 There are no financial implications arising from this paper.

9 Communications implications

9.1 If agreed, the proposal will be out to the Appointments Committee for formal consideration and their decision communicated as necessary by the Clerk to the Council.

10 Diversity and Equal Opportunities implications

10.1 This paper has no implications for age, disability, gender, race, religious belief, sexual orientation or the Welsh language

10.2 The Terms of Reference state that:

'The Committee shall contribute to the effectiveness of the Council by appointing non-Council committee members of suitable expertise, and seeking to ensure that recruitment is open, fair and promotes equality of opportunity'.

11 Risk Assessment

RISK	ACTION TO ADDRESS RISK
Proposed amendments not approved and candidate not permitted to be appointed to Remuneration sib-committee	Loss of potential independent member who has valuable knowledge of HEFCW; Urgent recruitment of independent member would need to take place in time for a 2009 Remuneration committee meeting.