

Nominations and Remuneration Committee Meeting

Date of Meeting	Wednesday 30 March 2016
Paper Title	Staff observer at Board meetings
Agenda Item	13
Paper Number	NRC6-H
Responsible Officer	Martin Fairbairn, Interim Chief Officer
Status	Disclosable
Action	For discussion

1. Report Purpose

- 1.1.** Consideration of whether to invite a staff observer to Board meetings. (This matter will be considered by the full Board at its April 2016 meeting.)

2. Recommendations

- 2.1** The Committee is invited to **agree** to recommend to the Board that:

- a staff observer is invited from Glasgow Kelvin College to attend the four scheduled annual Board meetings;
- Glasgow Kelvin College organises the identification of the staff observer; and
- the arrangement is reviewed in a year.

3. Background

- 3.1** The 25 January meeting of the Board received advice from the Nominations and Remuneration Committee on the matter of additional staff and student attendance at Board meetings of GCRB (see paper BM4-H). At that meeting the Board:

- approved the recommendation of the Nominations & Remuneration Committee to invite the President of the college Student Association who is not a member of the board, to attend board meetings as an observer; and
- agreed that the matter of additional staff member attendance should be looked at again at the next Nominations & Remuneration Committee meeting.

- 3.2** Although the Board was supportive in principle with the idea of inviting a staff observer, it agreed with the conclusion of the Nominations & Remuneration Committee that there was not a straightforward way of identifying someone to fulfil that role.

4. Consideration

Status

- 4.1** The staff member attending would be an observer. While they would be able to take part in discussion, they would not be able to participate in actual decisions.
- 4.2** The two staff members of the Board were elected from all employees across the three Glasgow colleges. They, therefore, reflect the perspective of all staff, and not just the fellow-employees of the colleges which employ the Board staff members. Therefore, care needs to be taken to avoid unintended confusion with regard to the role of the Board's staff members.

Current position

- 4.3** The two current staff board members are employees of City of Glasgow College and Glasgow Clyde College. In the future it is quite possible that both staff members will be employees of just one of the three colleges. Therefore, we should probably not try to design an arrangement that will work for all possible future scenarios. Rather, we should accept that we will have to revise at a future date whatever arrangement is agreed at present.

Options

- 4.4** The following sections consider each of the key aspects.

One college or all three colleges

- 4.5** While it appears obvious that the staff observer should be an employee of Glasgow Kelvin College, since the staff board members are elected from all staff across the three colleges, there is an argument that the staff observer could come from any college.

Invite expression of interest direct from staff

- 4.6** Although this would not be an election process, it would have an element of engaging with all staff. However, given the risk of confusion with the status of the board staff members, it might be better to adopt a more informal approach to identifying a staff member.

5. Conclusions

- 5.1** Although there is an argument that the staff observer should be drawn from across the region, pragmatically, she or he should come from Glasgow Kelvin College.
- 5.2** To avoid the risk of creating confusion with the role of the staff board members, we should probably ask Glasgow Kelvin College to identify a staff observer (which might be a different person at each Board meeting).

6. Risk Analysis

- 6.1.** There are no specific risks associated with this paper.

7. Legal Implications

7.1. The legal issues associated with this matter are referred to in the paper.

8. Financial Implications

8.1. There are no specific financial implications associated with this paper.

9. Regional Outcome Agreement Implications

9.1. There are no specific implications for the Regional Outcome Agreement associated with this paper.