

Minutes of a Special Meeting of the Personnel Committee (PER1011-4special)
held on Friday 27 May
at 5.00 pm in Room C108

Action

Present:

David Wood	Chair	Guy Adams	Foundation Member
Ann Helsby	Member	Hollie King	Member
Peter Avery	Principal		

In attendance:

Clerk to the Corporation

Personnel Director

The meeting opened at 5.07 pm and was quorate throughout

PART 1 : MEETING FORMALITIES**1. Apologies for absence**

There were no apologies for absence.

2. Minutes of the Previous Meeting

As it was a Special Meeting of the Committee, there were no minutes for consideration.

PART II: ISSUES FOR THE MEETING**1. Consideration of Senior Post Holder Posts**

Members noted the content of the paper setting out the position in respect of legal advice and the history and structure of the current senior management team. The legal advice set out some of the risks associated with making senior post holder appointments, particularly in the light of initial proposals made to the Corporation at the time of their consideration of the restructuring of the senior management team during 2009-10.

Members considered what advantages and disadvantages might be attached to any senior post holder appointments in the coming period. The recent approval of the title 'assistant principal' in respect of the original 'director' appointments made in the management restructuring was noted to have been of significant benefit to the incumbents of those posts, giving them the full recognition and the gravitas of which their roles are worthy, and of explicit benefit if seeking promotion or other opportunities elsewhere. In respect of pay, the current assistant principals' salary structure is aligned with the College salary structure rather than the main teacher scale, and any pay award would be made in the light of the national annual pay survey. Any change to the current assistant principal appointments in making them *senior post holder* status would not therefore attract significant identified salary benefits for the individuals concerned, and any award would be at the discretion of the Corporation.

Members noted the Principal's comments about the increasing effectiveness of the

current senior management structure as the members of the team realise the full potential of their roles, and also noted that the current system of 'duty managers' serves the College well, giving each assistant principal regular opportunity to have responsibility for the day-to-day management of the College. The Committee noted that this established system serves the College well in respect of succession planning and any planned or short unforeseen absence of the Principal. Any risks associated with succession planning in general, and any longer unplanned absence of the Principal would be mitigated by a policy setting out the practical arrangements associated with invocation of the Instruments and Articles of Government.

Should the Corporation ultimately decide that it wishes to proceed with increasing the number of senior post holder appointments, members noted that it would be necessary to give careful consideration to the overall number of senior post holder posts. The current senior management structure at assistant principal level would be divided if there were differences in the appointment of individuals, potentially giving rise to an erosion of the current structure through the inadvertent creation of an additional tier of management.

Given the continuing small but potential risk to the reputation of the College in making additional senior post holder appointments, members noted that taking no action may be the most judicious option.

There was no other business.

2. Date of Next Meeting

The date of the next meeting is Monday 27 June at 5.30 pm.

The meeting closed at 6.01 pm.

Signed as a correct record.....

Date.....