

ANNEX A TO 5(ii) : DELEGATION OF POWERS OF THE GOVERNING BODY

Delegation of powers of the Governing Body in employment matters

- (i) At the Board of Governors meeting on 18 October 1989, it was agreed:
- (a) That management posts should be designated as senior posts, and that the determination of pay and conditions associated with these posts would then lie with the Board of Governors;
 - (b) That the Board of Governors delegates to the Remuneration Committee the authority to determine which management posts should be designated as senior posts and establish a scheme for determining the pay and conditions associated with these posts.

At the Finance and Employment Committee meeting held on 24 January 1991, a paper was approved which effectively delegated to the then Institute Director responsibility for determining the pay and conditions of senior posts other than his own and the other Directors. Since 1995, with the concurrence of the incoming Director, this delegation returned to the Remuneration Committee, on behalf of the Board. This is reflected in the current Terms of Reference of that Committee.

- (ii) At the Board of Governors meeting on 16 May 1991, it was agreed to delegate to the Director^[1] the power to determine the salaries of staff other than managers within the framework of nationally agreed pay scales and conditions of service.
- (iii) At the Board of Governors meeting on 16 May 1991, it was also agreed to authorise the Director^[1] to determine the financial arrangements for the termination of employment of managers other than the Directorate^[2] within established salary bands. Any annual changes to salaries shall be determined following discussions with managers, within a framework for rewarding performance approved by the Employment Policy Committee (see below).
- (iv) However, in recent years, and with the concurrence of the present Vice-Chancellor, these powers have been returned to the Remuneration Committee, acting on behalf of the Board, and this position is reflected in the current Terms of Reference of that Committee, as approved by the Board. The Committee has also been accorded a power to oversee severance arrangements for non-management staff, on behalf of the Board.

Notes

1. This power now rests with the University Vice-Chancellor
2. This now covers the Vice-Chancellor's Office and the posts of Deputy Vice-Chancellor and Pro Vice-Chancellor