



**LLANDRILLO COLLEGE
FURTHER EDUCATION CORPORATION**

**TERMS OF REFERENCE OF THE
REMUNERATION COMMITTEE**

Approved by the Remuneration Committee: 9 November 2005

Confirmed by Llandrillo College Further Education Corporation: 7 December 2005

1 **Constitution**

Llandrillo College Further Education Corporation (the “Corporation”) hereby resolves to adopt the following terms of reference for the Remuneration Committee (the “Committee”).

2 **Definitions**

The term *senior postholder* in this document shall be defined as comprising the:

- The Principal; and
- Assistant Principals.

3 **Duties**

3.1 **Executive responsibilities**

The Committee shall have executive responsibilities only as specifically delegated by the Corporation.

3.2 **Monitoring responsibilities**

The Committee shall have the following monitoring responsibilities:

- To monitor achievement against agreed targets for any collectively and individually based approved performance related pay scheme applicable to senior postholders.
- To monitor on a national basis the pay levels of senior postholders in other appropriate institutions.
- To monitor on a national basis other appropriate benefits paid to senior postholders in other appropriate institutions.

3.3 **Advisory responsibilities**

The Committee shall consider and advise the Corporation on:

- Pay awards to senior postholders and the Clerk to the Corporation.
- Awards under any collectively and individually based approved performance related pay scheme applicable to senior postholders.
- Other agreed benefits applicable to senior postholders, for example, a motor vehicle (or, a cash-based alternative) and medical expenses insurance.
- Appropriate performance related pay schemes applicable to senior postholders.
- Appropriate Innovation Development Scheme and any other scheme for the Principal.
- Sensitive or confidential matters relating to succession planning

3.4 **Other responsibilities**

The Committee shall be responsible for any other matters referred to the Committee by the Corporation.