

**MINUTES OF THE GOVERNORS' PAY POLICY SUB-COMMITTEE HELD ON
WEDNESDAY, 18 NOVEMBER 2009**

PRESENT: Mrs A Jeffrey, Mr T Jones, Mr A Lancaster, Mr G Otley, Mr I Rogers (union representative).

1/09 APOLOGIES

Mr J Hancock.

2/09 ELECTION OF CHAIR

Mr Otley was elected as chair.

3/09 TERMS OF REFERENCE

These were agreed.

4/09 PERFORMANCE MANAGEMENT

Mr Lancaster went through a report on Performance Management, including some key changes to the law, which a revised pay policy will need to take account of. These include:

- the PM reviewer now makes recommendations regarding pay progression on the upper pay scale
- the application for threshold has now changed. Only evidence from the previous two PM reviews can be submitted.

A revised policy will be developed to take account of these changes, to be agreed summer 2010.

5/09 PAY POLICY

Some minor amendments were made, subject to approval by the full governing body.

6/09 PAY PROGRESSION

UPS, AST and LT pay progression decisions were outlined, and the PM process underlying these outlined.