

Hereford College of Arts

Minutes of the Meeting of the Finance and General Purposes Committee held on Monday 23 April 2015

Present: - Mrs Lynn Forrester-Walker (Chair)
Mr Richard Heatly
Professor Dan Howard
Dr Mike Lafferty

In attendance: - Mrs Linda Watkins (Clerk to the Governors)
Mr Tim Williams (Finance Director)

The meeting was quorate as there were four Members present.

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| <p>1. Apologies for Absence
Dr Paul Hartley and Mr Scott Rolfe.</p> | |
| <p>2. Declaration of Interests
None declared.</p> | |
| <p>3. Implementation of the Living Wage
The Chair referred Members to the paper prepared by the Finance Director which Members had been requested at the last meeting. This showed costs to implement the living wage and differentials. A breakdown of costs, including on costs and increases to ensure differentials of low paid staff would increase annual pay costs by c£9,000.</p> <p>Members discussed the following: -</p> <ul style="list-style-type: none">• The principle of the living wage• Comparison to implement the living wage on £3.3M pay budget, noting this would be minimal• Acknowledged that even if the annual staff pay award was not implemented, the living wage would give a positive message that resources were being used to target staff paid lower salaries• Implementing any pay award would deteriorate the target of 62% pay as a percentage of income next year <p><u>The Committee agreed: -</u></p> <ul style="list-style-type: none">• To recommend the Board implement the living wage• It is crucial to identify options to increase College income | |