

Minutes of the Remuneration & Reward Sub-Committee Held in the Committee Room at 20 Links Parade on Thursday 1st and 13th December 2016.

Present: J Gilbert (Remuneration & Reward Convenor), P Sawers, C Yule, G Murray, I Frier

In Attendance: G Duncan (General Manager)

The meetings began at 1400 hours and 1530 hours respectively.

1. Apologies

There were none.

2. Declarations of Interest

There were none.

3. Review of Overall Salary Costs 2017/18

The Overall Salary Costs Report was approved to go forward to the Finance Sub-Committee for their consideration.

4. Board Report on Staff Changes (Pro Shop)

After discussion the board report covering the replacement of the Senior Assistant Professional was approved. As there are no financial implications, the matter was referred back to the Head Professional as an operational matter to progress.

The report also covered the provision of the Junior Program for 2017/18 and it was agreed to recommend it would be brought back in house under the control of the Head Professional and new Senior Assistant Professional, with assistance from the other in house PGA qualified professionals. Within the recommended system there would be no requirement for any external support from other PGA professionals.

There being no further business both meetings closed at 1600 hours.