

Paul Brown

From: Edith McIntyre
Sent: 16 October 2013 15:45
To:
Cc: Paul Brown
Subject: Documents from Coatbridge College
Attachments: 20131016122456010.pdf

Dear Lesley

Further to my telephone conversation this afternoon, as discussed I would be grateful if you would be able to assist in bringing the following message from John Doyle, Principal Coatbridge College to Paul's attention or if necessary a colleague:

Dear Paul

As a follow up from this morning's meeting please see below.

Regarding the correspondence from the 6 CMAC members forwarded to the Chair this afternoon could your office please contact John Gray (01350 728697) to provide him with an update on:

- 1) What action he should take now to acknowledge receipt of the letters and what subsequent action would you recommend he takes as Chair of the Board of Management
- 2) Could you provide the Chair with a brief on the role of the Remuneration Committee versus the full Board of Management in that; is it appropriate following a recommend from the Remuneration Committee that the full Board of Management have a vote on the recommendation. e.g. John is not sure if there is a potential conflict of interest with staff and student Representatives.

Kind regards

John Doyle

Lesley, obviously John is available to speak with Paul if possible and thank you once again for your assistance in this matter.

Regards
Edith

Edith McIntyre
Personal Assistant to
John Doyle, Principal and Chief Executive
Coatbridge College
Kildonan Street
Coatbridge
ML5 3LS
Tel: 01236 707062

Samantha Hastie

From: John Gray
Sent: 16 October 2013 14:21
To: Paul Brown
Subject: Re: 16-10-13 - (M52558.4) SEVERANCE AGREEMENTS [DWFLP-ActiveBB.FID445685]

Thanks Paul. Look forward to the chat.

John

From: Paul Brown
Sent: Wednesday, October 16, 2013 1:05 PM
To:
Subject: 16-10-13 - (M52558.4) SEVERANCE AGREEMENTS [DWFLP-ActiveBB.FID445685]

This email has been sent on behalf of Paul Brown, please respond to

Dear John

I refer to previous correspondence and our discussion regarding the above and confirm that I have been supplied with a whole host of information which I have been working my way through. I understand from John Doyle that you have arranged a meeting, with Laurence Howells at which you will be accompanied by John and Derek Banks, to take place on Monday 21 October at 2pm. I will call you later to discuss but my understanding is that the intention behind this meeting is to discuss briefly the outlined summary that John had provided to Laurence yesterday and to give you an opportunity to explain to Laurence the brief background of this and ask of him why it is that he issued the letter he did.

In discussions with John this morning, I have explained that I do not think that it is appropriate or necessary at that meeting to go into full detail of all of the documentation that you have and indeed my current view but rather, to discuss briefly the outline and perhaps explain to Laurence Howell that it would appear that he does not necessarily have all of the information and then to determine what he envisages doing next.

I would suggest at that meeting you could explain to him that I am currently conducting a review and indeed I will be meeting with RemCom in order to report back on this and to clarify a few matters before we are then able to respond formally to Laurence's letter but in the meantime, what you are hoping to do is get clarification from him as to your position and to find out what further information he might need.

Regarding RemCom, I understand that there was a suggestion that a RemCom meeting take place on either Thursday or Friday of this week however, in my opinion, it would be more appropriate to have met with Laurence Howell's to get a bit more background on where he obtained his information *and* what his particular concerns are and then you would be in a better position to address RemCom on this in order that all of the questions surrounding the severance arrangements can be fully explored.

I note from correspondence that has been provided, that Tom Keenan has suggested that the meeting should still take place tomorrow however, I would suggest that that is not appropriate and that it be delayed until after you have met with Laurence Howell. In addition, my understanding is that there are a couple of members of RemCom who would not be able to attend the meeting if it took place on Thursday (17 October) and in that regard, I think it is more appropriate that you delay the meeting until *all* members are able to attend, particularly as the issues being discussed might be contentious. I would also propose to attend that meeting in order that I can report to RemCom on my review of the situation, assuming obviously that you wish me to do so.

I will call you later to discuss this in more detail.

Kind regards.

Paul