



STAFF EXPERIENCE COMMITTEE

22 June 2020

Minute

Present: Sarah Smith (Convener)
David Argyle, Sarah Cunningham-Burley, David Gray, Wendy Loretto,
Catherine Martin, Gavin McLachlan, Theresa Merrick, Dorothy Miell, Mark
Patrizio, Jeremy Robbins, Dave Robertson and James Saville

In attendance: Craig Henderson, Denise Nesbitt and Jamie Tait

Apologies: Lee Hamill and Nicky Richards

1 Welcome and introductions

The Convener welcomed everyone to the fifth meeting of the Staff Experience Committee. Catherine Martin was welcomed to her first meeting of the Committee in her new role as Vice Principal (Interim) Corporate Services Group.

2 Minute

The minute of the meeting held on 3 March 2020 was approved, subject to amending Professor Sarah Cunningham Burley's role on the Committee as University Lead for Equality, Diversity and Inclusion, as opposed to Dean of Molecular, Genetic and Population Health Sciences.

3 Matters arising

There were no matters arising.

4 Staff Experience Action Update

The Director of Human Resources introduced a paper which set out considerations for the future direction of the Staff Experience Committee. It was suggested work should be focussed on five themes arising from the 2018 staff engagement survey, and three priority projects were identified. The Committee supported this approach, however noted that work on some of the themes and priority projects was further advanced than others. Work would therefore be focused and progressed as appropriate.

The Committee welcomed the draft University of Edinburgh Behaviours Charter. It was noted it was designed with longevity in mind, however may be adapted over

time. It was agreed that union involvement was important in taking this forward, with the work being led by Learning and Organisation Development in Human Resources.

5 Proposal for the next Staff Survey

The Director of Human Resources introduced a paper which set out an approach for future staff engagement surveys from 2021. It was noted that the company procured to run the first all staff engagement survey in 2018 no longer offered this service, and a number of universities were working together to explore options in relation to suppliers, benchmarking and shared question sets.

The Committee approved the option to proceed with a pulse survey. This approach would use a small number of consistent questions, designed to give a quick insight into the health of an organisation. The Committee did however suggest it would be helpful to run a second full survey, with a different supplier or using internal resource, at a later date when adequate resource was available.

6 Communications

The Head of School of Literatures, Languages and Cultures introduced a draft report from the Staff Communications Task & Finish Group. Committee members welcomed the report and recommendations. Further comments were to be sent to the Head of LLC before the report was finalised.

7 Any Other Business

The Vice-Principal and Chief Information Officer, and Librarian to the University, introduced a draft Working from Home Experience Survey. It was noted the survey had been designed to understand, in general terms, what support is required for continued home working, and the true impact that the pandemic is having on work, including capacity to work. It was not intended to replace smaller individual surveys and identify individual needs. It was noted the draft had been shared with the Joint Unions Liaison Committee and was to be issued to all staff by the end of the month.

8 Date of next meeting

The next meeting will take place on Wednesday 26 August 2020, 09:30 – 11:30