



STAFF EXPERIENCE COMMITTEE

22 October 2019

Minute

- Present:** Sarah Smith (Convener)
David Argyle, Sarah Cunningham-Burley, David Gray, Lee Hamill, Theresa Merrick, Dorothy Miell, Mark Patrizio, Nicky Richards, Jeremy Robbins and James Saville
- In attendance:** Antony Maciocia, Denise Nesbitt, Jeremy Upton, Jamie Tait
- Apologies:** Hugh Edmiston, Wendy Loretto, Gavin McLachlan, Dave Robertson, Ashley Shannon

1 Welcome and introductions

Sarah Smith welcomed everyone to the second meeting of the Staff Experience Committee (SEC). It was noted Mark Patrizio was now a member of the Committee following his recent appointment as Joint Unions Liaison Committee (JULC) Convener.

2 Minute

The minute of the meeting held on 27 August 2019 was approved.

3 Matters arising

It was noted that University Executive had approved the Terms of Reference and membership for the new Equality, Diversity & Inclusion Committee.

4 Follow-up discussion on purpose and approach

Committee members shared a range of informal views sought from other members of staff on what it was like to work at the University. Areas discussed included; culture; pay and working conditions; change programmes; mentoring; promotion and re-grading processes; staff awards; the importance of staff feeling they are being listened to; better articulation of positive news stories; and the role staff can play with the implementation of the 2030 Strategy.

The role of the Staff Experience Champions was also discussed. It was confirmed there was no set requirements in terms of grade or position, and the Champions are responsible for sharing best practice and success stories, giving feedback on what is working well and what needs to change, as well as signposting colleagues to

solutions from their own knowledge as well as a dedicated information site. Further information on this role was available from Human Resources.

It was suggested that in advance of the next SEC meeting, there could be a half-hour open meeting for staff at King's Buildings to meet Committee members.

5 Task & Finish Groups

It was noted that the first meetings of both the Performance Management and Staff Communications Task & Finish Groups had been organised. Both Groups were asked to scope out a series of different options, with discussion on these due to take place at the next SEC meeting.

6 Performance Management

There was a discussion on the proposed work to be undertaken by the Performance Management Task & Finish Group. Members welcomed the paper, and noted the helpful broad definition of performance management and the examples included on progressive performance culture organisations. It was however agreed that another name for the term Performance Management be sought to avoid any misinterpretation.

It was agreed there was sufficient information for the Task & Finish Group to progress this work, with the aim of defining a set of recommendations for the University's approach to performance management over the next 5 years.

7 Staff Experience update

The Director of Human Resources updated the Committee on a number of recent activities that had taken place that positively impacted staff experience. This included; work underway to update and improve three of the University's reward policies; changes to the Academic Promotions policy; preparation work around Brexit; visa workshops for staff; submission of Stonewall application; further staff discounts; availability of e-vouchers in Voucher Reward Scheme; and the first career development programme for technicians which was launched on 30 September 2019.

The Director of Finance also noted that the Centre for Sport & Exercise had become the first department in the UK to achieve Investors in People Platinum accreditation. Their Step Up programme was also highlighted, which aims to upskill and offer leadership and shadowing opportunities to staff opening up channels of progression within Sport & Exercise.

8 Next steps

It was noted that three further meetings of the SEC had been arranged for 2019/20 in March, April and June.

9 Any Other Business

There was no other business.

10 Date of next meeting

The next meeting will take place on Tuesday 17th December, 15:00 – 17:00