



STAFF EXPERIENCE COMMITTEE

27 August 2019

Minute

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

1 Welcome and introductions

Sarah Smith welcomed everyone to the first meeting of the new Staff Experience Committee. Colleagues introduced themselves and apologies were noted and recorded as above.

2 Introductory discussion on approach

There was an initial discussion on how best to approach the work of the Staff Experience Committee, particularly in light of the new University Strategy and a challenging external environment.

Areas discussed included; the alignment with Strategy 2030 and core values; the strategic role of the Committee; the importance of identifying effective communications, including how best to hear issues important to staff; the link to student experience; the evidence base in the staff survey; the key role of effective line management; and the importance of recognising and addressing issues (such as workload model) that are of particular importance to large numbers of staff.

It was agreed that further discussion would take place at the next meeting to discuss the main tasks the Committee will take forward, and how the Committee will operate. Committee members may wish to seek informal views from staff in advance of the next meeting.

3 Terms of Reference and Membership

The Committee noted the terms of reference approved at University Executive on 25 June 2019. It was suggested that information on communications could be broadened out, and that the work of the Committee should be transparent for all staff with the creation of a Staff Experience Committee website.

4 Proposed Direction of Travel

The Committee discussed proposals for direction to be overseen for the next 3-5 years. The Committee noted the work already underway and the University Executive proposed priority areas, and made some suggested amendments including giving greater emphasis to communications and to staff wellbeing.

The Committee agreed that two time-limited Task & Finish Groups should be initiated; one to develop proposals on communications for the work of the Committee, and one to propose approaches to supporting the contribution and development of staff, ahead of the build of the Performance Management element of the new core system in early 2020.

5 Communications around staff engagement

The Committee discussed communications proposals and noted the wider context of future communications. Any final comments on the draft briefing sheet for managers were to be sent to the Director of Communications and Marketing.

6 Next steps

It was agreed that the next meeting would include follow-up discussions on how best to approach the work of the Staff Experience Committee, and the proposed approaches to the two Task & Finish Groups.

7 Any Other Business

There was no other business.

8 Date of next meeting

The next meeting will take place on Tuesday 22nd October, 15:00 – 17:00, G1, 50 George Square.