

	PAPER NO: HR.17(12)	
Board/Committee:	Human Resources	
Date:	16 October 2012	
Paper title:	HR Implications of the Corporate Plan	
Author:	Director of Human Resources	
Executive sponsor:	Vice Chancellor	
<b>Recommendation by the Executive:</b>	To note work undertaken	
Aspect of the Corporate Plan to which this will help deliver?	All aspects of the plan	
Matter previously considered by:	HR Committee	On: 31 January 2012 and 15 May 2012
Further approval required?	N/A	N/A
Communications – who should be made aware of the decision?	N/A	

### **Executive summary**

This paper builds on papers previously presented to the Committee on 31 January 2012 and 15 May 2012, and lists work/projects currently underway in 2012/13 in support of the Corporate Plan 2011-2014. As it is only two months into the 2012/13 plan, a fuller update will be reported at the March 2013 meeting.

## **1. Restructuring**

The restructuring in the Education Department, Residences and Catering (the Hub), Faculty of Business are complete as per paper HR.15(12). They were completed to the deadlines required and achieved the projected overall cost savings. The National Bakery School restructuring is on-going and three staff remain at risk of redundancy.

Further restructurings are currently underway, again as per paper HR.15(12). These include the potential TUPE transfer of up to 23 catering staff to a new third party provider by 1 August 2013 and the redeployment of existing staff to come together to create an Academic Staff Development Unit.

## **2. Review of the process for management of change and union engagement with the process**

The scale and pace of change necessitates continued and regular communication with the three recognised trade unions. We have regular joint meetings with the three trades unions in order to ensure that all regulatory and statutory legal requirements are met in the presentation of change proposals.

This process was reviewed during 2011/12 and is generally received positively by the trades unions. All change proposal documentation is also provided to the staff affected to ensure that the process is transparent.

## **3. Appraisal**

The dispute with UCU ended in March 2012, consequently all academic staff are now engaging in the same appraisal process as for support staff, thus meeting an objective to have a common procedure in place for staff on grades 2-10 (in keeping with "Simple, Faster, Cheaper Processes").

## **4. Staff Engagement**

A strategy to take forward the outcomes of the 2011 Staff Engagement Survey was considered at the last meeting. It will be considered at the Board meeting on 3 October 2012.

A pulse survey will be organised in early 2013 to seek to establish if there has been any changes in staff views in respect of some areas where negative perceptions were previously experienced.

A list of the proposed questions which will be circulated to members prior to the March 2013 meeting of the Committee as per minute 6 of the meeting held on 15 May 2012. This survey will focus on the negative aspects of the last employee engagement survey to measure improvements.