
ORGANISATIONAL DEVELOPMENT COMMITTEE MEETING

Date of Meeting	16 MAY 2017
Paper Title	ASSISTANT PRINCIPAL, HUMAN RESOURCES REPORT
Agenda Item	17.23
Responsible Officer	LORRAINE MCGAW, ASSISTANT PRINCIPAL, HUMAN RESOURCES
Status	DISCLOSABLE
Action	FOR NOTING

1. INTRODUCTION

The purpose of this report is to provide an update to the Organisational Development Committee on the type of activity that has been happening within the Organisational Development function since the last Committee meeting that is not covered within other Organisational Development Committee papers.

2. PRINCIPAL RECRUITMENT

The College has now started the process of recruiting a new Principal and Chief Executive. A tender exercise was undertaken to identify a suitable Executive Search Consultancy to work with us on the project. Aspen People were officially appointed on 10 April 2017 and the vacancy has now gone 'live' and can be accessed at <https://www.aspenpeople.co.uk/glasgowclyde>. Regular update meetings have been scheduled with Aspen People during the period that the vacancy is open to ensure that we know exactly how the recruitment process is progressing.

The closing date for applications is Monday 22 May 2017 with final interviews scheduled for Monday 12 June 2017. The interview panel has already been identified and includes representatives from the College Board of Management, a staff and a student representative, a Glasgow Colleges Regional Board representative and a former College Principal as an external adviser.

3. SENIOR MANAGEMENT MOVEMENTS

Due to the extended timescale anticipated for appointing a new Principal the following Acting positions have been put in place:

- Brian Hughes the current Depute Principal and Vice Principal, Curriculum and External Relations is undertaking the role of Acting Principal and will undertake this role until the new Principal is in place.
- Janet Thomson the Vice Principal, Resources and College Development will undertake the role of Acting Depute Principal and will undertake this role until the new Principal is in place.
- Eric Brownlie the current Assistant Principal, Quality and Performance has been appointed to the role of Acting Vice Principal Curriculum and External Relations, following a competitive internal recruitment process and will undertake this role until the new Principal is in place.
- The role of Acting Assistant Principal, Quality and Performance will be interviewed for on Friday 12 May 2017 with an internal appointment hopefully being made and any subsequent backfill at middle management level also recruited internally.
- Lorraine McGaw, Assistant Principal, Human Resources will finish for maternity leave on Friday 19 May 2017 and following a competitive internal recruitment process Gillian Crankshaw, Organisational Development Manager has been appointed to cover the period of leave. The recruitment of Gillian's substantive post is now underway.

4. INDUSTRIAL ACTION – LECTURING STAFF

The College were notified by The Educational Institute of Scotland (EIS) on 11 April 2017 that following a National statutory ballot in pursuit of implementation of the March 2016 NJNC Agreement that EIS members employed by Glasgow Clyde College (409) would be asked to undertake a programme of discontinuous strike action on the following dates:

- Thursday 27 April 2017
- Wednesday 3 May 2017
- Tuesday 9 May and Thursday 11 May 2017
- Tuesday 16 May and Wednesday 17 May 2017
- Tuesday 23 May and Wednesday 24 May and Thursday 25 May 2017
- Tuesday 30 May and Wednesday 31 May and Thursday 1 June 2017
- Further dates will be notified in due course

At the time of writing this paper two of the above strike days have now taken place. The majority of classes have been cancelled on both days with only a small number of lecturers attending for work. Where we knew in advance that lecturers would be available to teach we have advised students that their class will run.

We continue to receive daily updates from Colleges Scotland providing details of ongoing discussions between the management and EIS negotiators however to date no agreement has been reached to end the industrial action. A verbal update on progress will be provided at the Committee meeting on 16 May 2017.

5. STAFF ENGAGEMENT SURVEY

Following a competitive procurement process Hive HR have been appointed the College survey providers to deliver a series of pulse surveys in 2017 and a full staff engagement survey in 2018.

Prior to the launch of the survey programme Hive have started delivering the following facilitated workshops:

STRATEGY (Delivered on 2 May to Executive Team and Project Team)

- Agree the purpose and focus of the survey
- Clarify the objectives of the engagement strategy
- Understand how Hive will report the survey results

ENGAGEMENT (to be delivered to Managers, Trade Union Reps, OD, HR week beginning 15 May depending on Industrial Action)

- Understand the principles of employee engagement
- Clarify the leadership and management behaviours that increase employee engagement
- Consider suggestions for the question strategy and communication and launch plan.

Following the workshops the Executive Team and Project Team will meet to agree the question strategy, communication and launch plan. Following this the pulse survey programme will be launched.

6. INTERNAL COMMUNICATIONS

Internal Communications workshops have been held with representatives from across the college participating. Selected members of these workshops were asked to participate in further discussions to create an internal communications plan which will take into account all of the information gathered including the SWOT analysis, and the ideas generated from the

workshops. It is expected that the plan will be ready for implementation at the start of academic session 2017/18.

7. WORKFORCE PLANNING

The senior management team are continuing to work on the Workforce Planning model presented at the previous Organisational Development Committee. A report will be available at the next Organisational Development Committee meeting.

8. RISK ANALYSIS

There are no risks associated with this paper.

9. LEGAL IMPLICATIONS

There are no legal implications associated with this paper.

10. FINANCIAL IMPLICATIONS

There are no financial implications associated with this paper.

11. REGIONAL OUTCOME AGREEMENT IMPLICATIONS

N/A

12. HAS AN EQUALITY IMPACT ASSESSMENT BEEN CARRIED OUT

N/A