
BOARD MEETING

Date of Meeting	13 December 2017
Paper Title	Staff Governance
Agenda Item	17.110
Paper Number	17.110A
Responsible Officer	Janet Thomson
Status	Disclosable
Action	For Noting

1 REPORT PURPOSE

- 1.1 The purpose of this report is to advise the Board of Management on the steps taken by the College to ensure good Staff Governance.

2 RECOMMENDATIONS

- 2.1 The Board of Management are asked to note this paper.

3 BACKGROUND

- 3.1 The Staff Governance Standard paper jointly issued by STUC and College's Scotland outlines the expectations of colleges in terms of staff governance. A copy of the standard is attached (Paper Number 17.110A).
- 3.2 The standard sets out that staff should be well, informed, appropriately trained, involved in decisions which affect them, treated fairly and consistently and provided with a safe working environment.
- 3.2 The College has an established framework for negotiating and consulting with the 3 recognised Trades Unions, EIS for lecturing staff, and GMB and UNISON for support staff. There are recognition procedures agreements (RPA) in place for both staff groups, which outline the agreed practices.
- 3.3 Staff undertake a Personal Development Plan discussion each year with their line manager. Staff are asked to discuss their development needs and the results of the discussion are submitted to the Organisational Development team for including in the College's learning and development provision for the coming year.
- 3.4 Each year the College run a Professional Development Sponsorship programme where staff can apply for funding to further their qualifications.
- 3.5 The College have procedures in place for dealing with Grievances and Respect at Work which staff can access and invoke if they deem necessary.

3.6 3 Health and Safety Campus forums take place each year on each campus, as well as 3 Health and Safety Committee meetings which are cross College. All 3 staff unions are invited to attend and discuss any matters of concern.

3.7 Staff Voice has been established and is due to have its first meeting in December 2017. This group of elected staff will represent their colleagues in open discussions with the Executive Management Team. The aim of this group is: to enhance two-way communication; provide a means for staff to discuss collective issues with senior management; increase awareness of, and respond to matters which are important to staff; foster an open and positive ethos throughout the College community; and develop proactive and progressive ideas to promote staff engagement.

4 RISK ANALYSIS

4.1 There are no specific risks associated with this paper.

5 LEGAL IMPLICATIONS

5.1 There are no legal implications associated with this paper.

6 FINANCIAL IMPLICATIONS

6.1 There are no financial implications associated with this paper.

7 REGIONAL OUTCOME AGREEMENT IMPLICATIONS

7.1 There are no regional outcome agreement implications associated with this paper.

8 HAS AN EQUALITY IMPACT ASSESSMENT BEEN CARRIED OUT?

8.1 An Equality Impact Assessment is not required.