

## STAFF STRATEGY COMMITTEE

CONSTITUTION – UPDATED 01.01.2017

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### **Purpose**

The Staff Strategy Committee is responsible to the Council for strategies and policies relating to the University's staff (subject to the powers of the Senate in relation to academic staff).

### **Terms of Reference**

1. To report to the Council on the human resources implications (policy and development) of legislative changes and the strategies of the University.
2. To review and approve the University's strategies and substantive policies relating to human resources and to recommend them to the Council.
3. To monitor and review the performance of the University's human resources strategies and policies.
4. To satisfy itself and assure the Council of the effectiveness of the University's strategies and policies in respect of human resources matters.
5. To contribute the expertise of its members to the understanding of human resources implications of strategic initiatives and the development of human resources strategies and policies.

### **Membership**

1. A lay member of the Council appointed by the Council to be Chair of the Committee.
2. The University Secretary, *ex-officio*.
3. An Executive Dean nominated by the Executive Deans.
4. One member of the Council appointed by the Council.
5. Two representatives of heads of units/sub-units, appointed by the Council on the recommendation of the Committee.
6. Up to two co-opted members appointed by the Council on the recommendation of the Committee.

Secretary

### **In attendance**

1. The Group Human Resources Director
2. A member of the HR Executive Team

## **Notes on Membership**

External members should have experience in human resources, employment and/or senior management.

## **Mode of Operation**

1. The Committee shall meet at least three times a year and shall report to the Council.
  2. The Committee shall be quorate if three members of the Committee, of whom one is a member of the Council, are present.
  3. In consultation with the Vice-Chancellor and the Secretary, the Chair shall have executive authority to act on its behalf.
  4. The Committee shall review each year according to agreed University criteria how effectively, efficiently and economically it is working in respect of participation, the conduct of business and production of high quality decisions. The schedule of the review shall allow for implementation of improvements from the beginning of the next committee year.
  5. The Committee shall ensure that strategies and policies, within its remit are compliant with relevant University-wide policies implemented or being developed, particularly those relating to equality and diversity, environmental management and health and safety.
  6. The Committee shall meet in workshop mode, when appropriate, to discuss in greater detail significant strategic items of business.
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## STAFF STRATEGY COMMITTEE

MEMBERSHIP – UPDATED 11.10.2017

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1. A lay member of the Council appointed by the Council to be Chair of the Committee.  
To be appointed
2. The University Secretary, *ex-officio*.  
Mr Keith Zimmerman
3. An Executive Dean nominated by the Executive Deans.  
To be appointed
4. One member of the Council appointed by the Council.  
Mrs Rachel Lock to 31.07.2019
5. Two representatives of heads of units/sub-units, appointed by the Council on the recommendation of the Committee.  
Mr Alan Burrell  
Dr David Knight
6. Up to two co-opted members appointed by the Council on the recommendation of the Committee.  
Mr Jonathan Potts to 31.07.2020

Secretary: Miss Teresa Coyle

### **In attendance**

1. The Group Human Resources Director  
Ms Fiona Roberts
  2. A member of the HR Executive Team.  
Miss Steph Broadribb
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