

University of Melbourne Student Union

**Report of
Justin Baré
General Manager, UMSU**

**To Students' Council
April 7, 2016**

Legal Service – Draft Change Management Plan

The Draft Change Management Plan has been distributed to Students' Council. This document is to be treated as **confidential**.

It is recommended that Students' Council endorses the commencement of consultation as set out in the Draft Change Management Plan.

Facilities and Services Agreement – Exploration of Termination & MUSUL SCiP and Strategic Review

In response to the direction to prepare a response for Students' Council to consider I met with Director, Students & Equity, Elizabeth Capp (also a member of the MUSUL Services Board) on April 4.

At this meeting it was confirmed that:

- The initial responses provided by the MUSUL Board were provided prior to the University's consideration of the MUSUL Strategic Review;
- The decision of the University to review arrangements in relation to support provided to student organisations has been communicated to MUSUL Services;
- The University has commenced work on this review process and expects to consult with relevant stakeholders over the next four weeks.

UMSU will now need to consider a preferred model for the provision of these services. Broadly speaking the options are that Finance, HR and IT could be provided to UMSU in total (or in combination) by:

- Staff engaged by UMSU for this purpose;
- A revised and restructured version of MUSUL Services;
- The University;
- A new University controlled entity; or, a
- A commercial provider.

Other student organisations typically operate their own Finance departments. In Victoria, for example, some student organisations operate their own HR units and IT services are provided by the University. It is worth noting that UMSU will need to consider how its current staffing model – where MUSUL is legally the employer – is replicated in any new approach to service provision. This should not preclude UMSU from becoming an employer in its own right; but will need to give consideration to how the staff-student representative relationship continues to operate.

It is recommended that:

- 1. Council create a Working Group to consider options, provide advice to Council and represent UMSU in consultation relating to the provision of corporate services to student organisations.***

2. The Working Group have the following membership:

- a. Acting President, or President and General Secretary**
- b. Two nominees of Students' Council**
- c. Manager, Advocacy & Legal**
- d. General Manager**

Resignation UMSU President & Process for filling a Casual Vacancy

The resignation of the UMSU President has created a level of unanticipated workload.

In discussion with the Acting President it was agreed that legal advice be obtained for Council in relation to the appropriate process for filling this casual vacancy and other related aspects of UMSU's rules.

This legal advice was due to be provided on April 5 and will be provided **in confidence** to members of Students' Council.

Level 1 Bar Space

Preparation of a Draft Position Description for a Food and Beverage Manager has commenced but this document has not been completed in time to allow distribution with Council papers.

The Red Group has been contacted subject to the direction of Students' Council at its meeting on March 17, and the Acting President is coordinating a meeting time to be scheduled with the members of the Steering Group.

Accounts 2015

Draft accounts will be presented to the Acting President and the General Manager on April 14.

Occupational Health & Safety

No incidents have been reported.

Collective Bargaining

I met with the CEO, MUSUL Services, and Joseph Kelly, Kelly Workplace Lawyers, on March 23 in relation to the progress of collective bargaining.

As a result of this meeting a revised salary offer was made to the NTEU. The NTEU put this offer to a vote of its members. A communication in relation to UMSU management's rationale for this salary offer was sent to UMSU staff and student office-bearers.

At the meeting on March 23 MUSUL Services undertook to put to the NTEU a number of other minor changes to the collective agreement that have been identified by UMSU management.

MUSUL has advised that:

1. NTEU members voted to accept the 3% salary increase;
2. Revised policy documents in relation to the Performance Development and Management System will be provided to UMSU in the week commencing April 11; and

3. Further information in relation to other changes proposed by UMSU will also be provided in the week commencing April 11.

Guiding Principles for Staff and Position Descriptions

The approved text has been provided to MUSUL Services and changes are expected to be implemented in coming weeks.

Disability Action Plan

The General Manager's nominees to the Steering Group are:

- Susan Hewitt, Manger, Arts and Entertainment; and,
- Stephanie DiBattista, Coordinator, Volunteering