

**Imperial College Union People, Appointments & Remuneration Committee**

**18 Sept 2019**

|  |  |
| --- | --- |
| **AGENDA ITEM NO.** | 7 |
| **TITLE** | People and Staffing Issues Update |
| **AUTHOR** | Jarlath O’Hara |
| **EXECUTIVE SUMMARY** | Due to previous recruiting pausing and summer turnover, the number of vacancies leading into term is a concern. The delays with HR onboarding process makes this more difficult. |
| **PURPOSE** | To update PARC on Staffing matters over the summer. |
| **DECISION/ACTION REQUIRED** | No decision required. |

**People and Staffing Update**

**General Update**

Eight staff have left the Union between June and September. Combined with the pausing of filling several vacancies in 18/19 we have a number of vacancies as we approach the start of term. We are prioritising recruiting for these positions and are utilizing specialist agencies where positions have previously been difficult to fill. These include our Systems Manager post and several within Commercial Services where we continue to have multiple vacancies.

The delays in onboarding (and other) processes through College HR are posing a significant challenge at this point and is affecting our ability to onboard staff in a timely manner.

We completed the recruitment process for our Head of Student Experience post and we look forward to welcoming Tom Newman, who was previously the CEO at Gloucestershire Students’ Union, when he joins us in late September. Our thanks to Emelie Helsen for her hard work and achievements in guiding the directorate in her interim role. We wish Emelie the very best of luck in her new position at Ravensbourne University.

Subject to ratification at Union Council and Board of Trustees, we have completed the recruitment process for two appointed Student Trustees. Congratulations and welcome to: Milia Hasbani, who is a PhD student in the Department of Bioengineering having graduated with her MEng Biomedical Engineering from Imperial in 2018; and Jinpo Xiang who is a 5th year medical student, who has just obtained his BSc in Global Health.

**Specific PARC Action updates**

CU Induction – There have been two sessions with CU Presidents on the back of which a new Training and in-role support arrangement is being crafted. This is forming part of the Union’s larger Rep Review project.

Learning and Development brainstorm – A session was held with the conclusion that the prohibiting factors are already known and revolve around the workload / capacity issues which mean that some people de-prioritise L&D. Additionally, more sharing regarding what people are currently doing would be helpful in spreading the culture that already exists in pockets more widely across the Union.

Sabbatical Officer disciplinary process – This piece of work has not been completed and remains outstanding. Prioritisation was given towards the induction for the Sabbatical officers and the formation of the new leadership team.