**AUSU**

**Trustee Board Meeting**

**23rd February 2022**

**Virtual via Zoom**

**Present**

Ryan Beasley (RB) - AUSU Eternal Trustee and Deputy Chair

Mared Edwards (ME) - AUSU Welsh Culture Officer, UMCA President & Trustee

Rachel Barwise (RB) - AUSU Student Opportunities Officer & Trustee

Elizabeth Manners (EM) - AUSU Academic Affairs Officer & Trustee

Olymbia Petrou (OP) - AUSU External Trustee

Debra Croft (DC) - AUSU External Trustee

Gary Coulsby (GC) - AUSU Postgraduate Student Trustee

**In attendance**

Trish McGrath (TM) - AUSU CEO

Annmarie Evans (AE) - AUSU People & Wellbeing Manager (notetaker)

The meeting was opened with introductions and welcome to new Officer Team and new Postgraduate Student Trustee.

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| **MEETING ADMINISTRATION** |

1. **Apologies for Absence**Apologies received from Alan Roberts, Sabina O’Donoghue and Hannah Lunnon.
2. **Declarations of Interest**
TM/AE declared an interest in Agenda item 11, PayScale Review.
3. **Minutes of the previous meeting**
Minutes of the previous meeting held 18th November 2021 were approved.
4. **Matters Arising/Action Sheet**

No matters arising

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| **STRATEGY** |

1. **Finance: Management Accounts**
TM gave a briefing of the Management Accounts to January 2022.

**KPI Progress -** A discussion was held around cyber security and whether it’s something the Board should start to consider.

**Noted**

1. **CEO Update Report**

A report was provided for the Board giving an update on activities since the last meeting. Areas covered were Staffing, Finance & Resources, Celebrates, Opportunities, Advice & Wellbeing and Comms & Engagement.

**Noted**

1. **Officer Update**

The Officers gave the Board an overview of activity since the last meeting.

**Noted**

1. **Redbrick Survey Results**

TM provided the Board with the results of the Redbrick Survey.
**Noted**

1. **AberSU Quality Enhancement Review**

EM gave a brief overview of the SU student submission as part of the QAA review.

**Noted**

1. **Annual Financial Statements**

The Board approved the annual statements for year end June 2021.

**Approved**

1. **PayScale Review**The Board entered a breakout room on zoom to discuss the proposed PayScale review presented by TM and set the following actions:
2. *The Trustees felt that the salaries presented were too conservative. Ensure salaries are truly comparable with the sector and against the university.*
3. *The Trustee board value the team and would like to see a plan of what happens if the University don’t fund future agreed salary increases.*
4. *Rethink and be assured about the transfer of staff over to a new spinal point to make sure everything is watertight.*
5. *Consider approaching the university if there is resistance about full job evaluations in line with their staff, but only if there was resistance.*
6. *In terms of recruitment, look at an overall package that includes relocation costs.*

**Action - TM**

1. **Budget 2022/2023**
TM will bring the budget back to the Board with revised new salaries included.

**Action - TM**

1. **Maternity Pay**

TM requested the following amendment to AberSU Maternity Pay:

Change to 8 weeks full and 16 half pay as per previous maternity pay.

**Approved**

1. **CEO Objectives**An overview of CEO Objectives were provided. The Board were happy and thanked TM for hard work.
**Noted**
2. **A.O.B.**

The Board extended their thanks to Olymbia Petrou (OP) for all their hard work and commitment as board member for the last 5 years and wished OP all the best.

TM was congratulated on becoming trustee at Welsh Womens Aid and the board agreed that TM could use work time to attend meetings/training.

**Agreed**

1. **Date of next meeting**28th April at 11am

**End of meeting**