

### **Motion to Reverse the Change of Titles to Officer Trustee Positions**

A motion proposed by the Deputy President (Welfare) Christopher Kaye and  
Seconded by Deputy President Clubs & Societies Abigail de Bruin

#### **1. This Union Notes**

- Last year as a result of the 'Role Review' a paper was presented to Council to change the Bye Laws of the Union
  - This change affected the descriptions of all the Officer Trustee Roles and the titles of two roles for the 2015-16 academic year:
    - Deputy President (Finance & Services) to change to Deputy President (Activities & Finance)
    - Deputy President (Clubs & Societies) to change to Deputy President (Activities & Development)
  - The Officer Trustees Elect were not consulted on the potential change
- Council cannot themselves change the role titles but can make a recommendation to the Board of Trustees
- To affect next year any such change must be fully approved before the Big Elections

#### **2. This Union Believes**

- There have been a number of people that have raised concerns about the new names – particularly their lack of clarity in terms of how responsibilities are divided
- Workload is not a good reason to shift the responsibilities of an Officer Trustee
  - Officer Trustees are supposed to have an oversight role
  - If operational and administrative duties in a particular area or role are too high the Union should respond to this demand by shifting staff responsibilities not by increasing the responsibility of a second Officer Trustee to the detriment of other areas of the organisation
- Last year it was felt that 'Services' was unclear since many parts of the Union are a service
  - It should be made clear that 'Services' relates primarily to Commercial Services and Retail in particular
- Role names do not uniquely define the role
  - Overlap is possible and even encouraged where sensible
  - Officers may take on projects outside of their role particularly if it is not clear who should have primary responsibility
- The titles rather than the job description are the most visible descriptor of the role

#### **3. This Union Resolves**

- To recommend to the Trustee Board that the names of Officer Trustee Positions be reinstated as Deputy President (Clubs & Societies) and Deputy President (Finance & Services) in time for the Big Elections for 2015-16