

HR Project 2011 - Update

The SUS HR Project Team has met on two occasions since the last Exec meeting (16/9 & 21/10) in order to prepare proposal options for the future staffing of SUS.

Some supporting diagrams are appended to this cover sheet and further commentary will be added by Julie Ommer at the meeting. The diagrams illustrate the four options currently being considered by the group.

Four Options

The group has examined a number of different structures as part of its work, to reflect varied approaches to the business.

Option 1 represents a sustainable approach to the core business of SUS within existing means. It prioritises activity in line with responses to member consultation and removes SUS from any engagement with College sport.

Option 2 represents the current situation. SUS' ability to fully address all of its stated aims is deemed to be limited under this structure due to overlap in work portfolios and an over-reliance on the volunteer Chairperson. This second option reflects the parallel activity of Scottish Colleges Sport, included here as an optional aspect - but one which is difficult to maintain in the absence of further investment from outwith the current membership contributions.

Option 3 represents a revised model which aims to deliver in broadly the same work areas but with greater impact and room for growth.

The inclusion of a CEO would alleviate the burden currently experienced in terms of management, strategy and advocacy roles. Meanwhile the Colleges would benefit from being an equal partner in every aspect of the provision. Some limitations would remain - particularly in respect of physical activity and health, club development and workforce projects within membership.

Option 4 represents the structure that is required in order to fully meet the ambition of SUS' strategic plan and deliver the potential impact and outcomes from the sector.

This enhanced structure would allow development of a high-quality and sustainable programme of services across all member Universities and Colleges.

Next steps

The proposals now need to be discussed, refined and shared with colleagues within the sector and partner agencies. Should a consensus emerge then further work will be required in order to move towards implementation of proposals in time for the 2011-12 Academic Year. This may include new finance, membership, branding, constitution and status arrangements.

SUS Executive is asked to:

Item
○ Consider the most appropriate future structure of SUS
○ Agree a timeline for key actions