

MINUTES

MEETING **RSHA Staff Survey Forum Discussion Summary**

DATE/TIME Friday 22 February 2013, 12.30pm
VENUE Theatre, Sir Roland Wilson Building (120)

Professor Morphy welcomed everyone to the RSHA Staff Survey Forum and spoke to a presentation (see attached) about the survey and the RSHA survey results

Professor Morphy noted that staff like to work at the ANU and believe in the work done at the ANU. RSHA ranked highly “I like the kind of work I do” at 95% which was higher than the top ten results for the ANU. The discussion then focussed on the “top 10 ANU “to be improved” results versus RSHA results” and how things can improve and what needs the greatest attention.

A general comment from the floor was that the 10 “to be improved” results at the ANU level were at 40% or below while at RSHA it was 30% or lower. The perception from some attendees was that the results were extremely poor.

Summary of Issues Raised

Number 1 for RSHA – Change is handled well in ANU (17%)

Discussion Items:

- Communication
- Consultation
- Informed change management

Suggestions:

- Need for an enhanced consultation process
- Introduce an RSHA/CASS academic board
- Establishing meetings for all Heads of School in RSHA and RSSS with the CASS Executive

Number 2 for RSHA – The ANU is good at learning from its mistakes

Discussion Items:

- focused on the structure of the college and opportunities for intellectual leadership across the college

Number 3 for RSHA – There is good communication across all sections of the ANU

Discussion Items

- focused on communication between CASS Admin and the schools

Suggestions

- CASS Finance and CASS HR need to contact the relevant person explaining why things have been held up
- An announcement should be made when the University Research Committee minutes are up on the web
- More College forums which are interactive in nature

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Number 4 for RSHA – Our policies and procedures are efficient and well-designed

Discussion Items:

- Dissemination of outcomes from University Research Committee
- Consultation during policy development and testing of new procedures

Suggestions:

- The survey was done about 18 months ago and it would be good to do a comparison with how staff feel now as the environment has changed substantially

General Discussion

Professor Morphy asked staff to think about the major problems and how they can be addressed. Professor Morphy proposed that we need to make changes so things improve.

Suggestions:

Professor Morphy noted that the two Research Schools within the College are very different so it would be interesting to do a comparison between the two of the top 10 and the bottom 10 survey results. Some members of staff mentioned that it would be interesting to see if there is a correlation between respondents who have said they have sufficient resources and money and their general satisfaction level recorded in responses to other questions.

Ms Archer noted that HR Division would want a report regarding issues and actions at the research school level to identify problems and trends and problems across the University. This would enable issues to be addressed.

Agreed Actions:

- Ms Archer suggested that the action plan could target the three areas discussed in the meeting.
- Ms Archer agreed to circulate the key issues to RSHA and form 3 groups from across RSHA to further explore the issues raised and develop an action plan to address the issue.

Action Plan

Following the meeting the action items were categorised into 3 groups to address the issues discussed at the staff survey forum.

Group 1

Decision Making and Consultation

The focus of this group is to be on the kinds of decisions which are made and how consultation can be done as part of these and the concern raised about influence on decisions made. Clarity regarding who will make the final decision in the different scenarios would also be addressed. The expected outcome would be a matrix outlining the different kinds of decisions and the consultation process for each.

Group 2

Policies and Procedures.

The group will focus on the best means of gaining ownership of policies and procedures.

Group 3

Intellectual Leadership and Governance

This group will focus on intellectual leadership and governance.