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## AGENDA – ORDINARY GENERAL MEETING (OGM) 3 2017

Wednesday, 23rd August 2017      1pm, BKSS

Meeting opened: 1:16pm

### Item 1: Meeting Opens and Apologies

#### 1.1 Acknowledgement of Country

*We wish to acknowledge the traditional custodians of the land we are meeting on, the Ngunnawal and Ngambri peoples. We wish to acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region. I/We would also like to acknowledge and welcome other Aboriginal and Torres Strait Islander people who may be attending today's event*

#### 1.2 Apologies

- Tom Kesina
- Tanika Sibal
- Nick Yan
- Emma Boyd
- Jialin Yang
- Marcus Dahl
- Ari Scott

As required by Section 1.4.4 of the ANUSA Regulations the Chair gives an overview of general meeting procedure and the rights and expected conduct of members of the meeting.

### Item 2: Minutes from the Previous Meeting

Motion: that the minutes from the previous meeting be accepted.

Moved: Matthew Mottola

Seconded: Eleanor Kay

Status: Passed

Chair reminds members of the meeting that they must vote.

### Item 3: Executive Reports

We acknowledge the Ngunnawal and Ngambri people as the Traditional Custodians of the land on which ANUSA operates. We recognise the continuing connection to lands, waters, and communities of all Aboriginal and Torres Strait Islander people. We pay our respect to Elders, past and present, and commit to standing with our first nations people.

### 3.1 President's report (J. Connolly) [Reference A]

CW: Sexual Assault

James: I'll take my report as read except for two points. I have no desire to be around any candidates right now.

1. Elections – 51 votes were deleted from the system last night – those for Gen Rep & NUS Delegate. This is due to a glitch that occurred Monday night between 7:05-8:05pm. MSL still don't know who caused the glitch but net effect was that voters were unable to vote for Activate & Stand Apart tickets for those positions. Returning Officer, General Secretary & myself agreed and authorised MSL to delete those votes. Emails have been sent to those affected asking them to recast their vote.
2. Can I please ask that in this election, we do not politicised the issue of sexual assault. There are committed activists on this issue on all tickets and we have been working on this year and in previous years. No one has the right to say –

*James interrupted by the Chair.*

*Questions for the President:*

Q. We saw in your report you've had to bind the exec to filling out timesheets or pay will be suspended. Has anyone had their pay suspended and who?

A. Yes and no further comment.

Motion: That the President's report be accepted:

Moved: Nick D.

Seconded: Rashna F.

Status: Passed

### 3.2 Vice President's report (E. Kay) [Reference B]

Eleanor: Will take report as read. Big thank you to Kat Reed, Vishakha Nogaja & Resa Le Sex & Consent Week this year and would like a public thank you. Also a public thank you for the work of our previous CAP & CASS reps Yuka & Tess.

Motion: That the Vice President's report be accepted:

Moved: Felicity B.

Seconded: Sarah R.

Status: Passed

### 3.3 Education Officer's report (R. Lewis) [Reference C]

Robyn: Take report as read, apologies for the shorter report. Marriage Equality Enrol to Vote campaign is on this week and involved lots of volunteers I just wanted to thank. Unions ACT & Ed Committee are holding a stall tomorrow as part of the ongoing campaign an exploitation free zone.

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Motion: That the Education Officer's report be accepted:  
Moved: Nick D.  
Seconded: Fred H.  
Status: Passed

*Chair passed to Eleanor K. No dissent was raised.*

### 3.5 General Secretary's report (K. Reed) [Reference D]

Kat: I will speak to my report.

Massive shout out to Resa & Vishakha. They were incredibly hardworking and remained professional and gracious in the face of controversy which happens every year unfortunately. We had four events a day. I am disappointed that I did not see many ANUSA people, both current and those running there to support the week given that it is an extremely important week for ANUSA.

Elections – Polls close Thursday 4pm. I'll be sending an email to ticket conveners with information on what happens when polls close.

Campaigners – if they would like to provide some feedback on how they found the whole experience to me – I might send around a google form.

Massive shout out to Joel, Janine, Ben, Nick and Tandee. Please no Fb messages directly to the Probity team!

Gen Rep & SRC Reform – good progress. Please come along. We've tackled much more substantive change for SRC than expected.

Motion: That the General Secretary's report be accepted.  
Moved: Tobias N.  
Seconded: Felicity B.  
Status: Passed

*Chair passed back to General Secretary. Was not subject to dissent.*

#### **Item 4: Discussion Items/Motions on Notice**

None submitted

#### **Item 5: Other Business**

Motion: That ANUSA formally endorse the campaign for marriage equality being run by Trades Hall and the NUS.

*Chair posted Motion in the FB event for the OGM.*

Mover: Marriage Equality Postal Survey has landed. It would be foolish of the Queer Dep and ANUSA to not engage in the campaign. I'm seeking the authorisation

transition to a “yes” campaign by the end of the week. Would be great if we could take a lead.

*Secunder waives right to speak.*

For:

Eben – Reminder to enrol and make sure to enrol to the right address!!

Against: none.

Moved: Robyn Lewis

Seconded: Athalie Lawrie

Status: Passed

*Question from the floor:*

Where is the Social Officer & Treasurer’s Report?

General Secretary:

SRC knows that I have implemented a rule from start of Semester that if I do not receive your report on time, I will not include it in the Agenda. This is because for the entirety of this year I have received late reports without a notification. It’s not about being strict, it’s about communication and respect. It is your responsibility as reps to do that. Social Officer and Treasurer did not submit their reports on time.

### **Item 6: Meeting Close**

The next general meeting of the Association is scheduled to be on Tuesday, 26 September 2017, location to be confirmed.

Meeting close: 1:36pm

Released: 21 2017 by Kat Reed

## PRESIDENT'S REPORT

James Connolly

**Content Warning: Sexual assault, sexual harassment**

### Executive Summary

1. Welcome and thanks
2. Project Updates
3. CRCC
4. August 1 Survey Results Release
5. Media & Advocacy
6. Professional Development
7. TAG Membership
8. Diversity Review
9. Office shutdown
10. Elections
11. Meetings
12. Executive management
13. Legal Unit
14. Student Assistance Unit
15. Executive Timesheet

### Further Information

#### 1. Welcome and thanks

Welcome back to ANU for Semester 2. I hope that everyone is well rested and is looking forward to the Semester ahead. ANUSA has continued to operate over the Winter Break by providing essential services and preparing Bush Week.

#### 2. Project Updates

| Project           | Status  | Expected Completion | Comments   |
|-------------------|---------|---------------------|--|
| MSL               | Ongoing | Dec-17              | MSL is still working on the Clubs reimbursement/SEEF platform. We continue to seek clearer timelines from them for completion. The CEO will visit ANUSA in late August at which point I will attain the information if I can't do so successfully prior. |
| Course Rep Reform | Ongoing | December-17         | Training has been organised for Course Representatives within the Joint Colleges of Science once again and has been extended to Reps within the College of Engineering and Computer Science. This  |

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|                         |         |             |  |
|-------------------------|---------|-------------|--|
|                         |         |             | <p>has all been organised for Week 3 of Semester 2.</p> <p>I have written a memo for the College of Law Executive which was passed at the CoL College of Education Committee that I attended concerning the implementation of Course Reps within Law. I have been working with the ADE, Wayne Morgan, on developing a pilot for Semester 1, 2018.</p> <p>I have been on the selection panel for an Advocacy &amp; Engagement Officer that PARSA is seeking to recruit. This position is currently to be paid from PARSA's SSAF reserves but long term it is my desire to see this position become a joint member of staff and to administer the Course Representative scheme on ANUSA's end.</p> |
| Education Review        | Ongoing | December-17 | <p>I received general support to proceed with working with the ANU on engaging the Hornery Institute on this project. I have participated in a teleconference with the DVC (A) and a representative from the Hornery Institue. I have also (by the time of the meeting) had an in person meeting with a representative from the Hornery Institute to discuss the proposal, timelines and their approach. I am happy to provide a verbal update at the meeting.</p>   |
| History Project         | Ongoing | July-17     | <p>I am yet to receive any volunteers who are interested in pursuing this project. I would very much appreciate it if anyone interested in continuing the ANUSA History Project could email me at <a href="mailto:sa.president@anu.edu.au">sa.president@anu.edu.au</a></p>   |
| Our Union Court Project | Ongoing | February-19 | <p>ANUSA was relocated from the end of June through to early July. There have been a series of teething issues with the new space including:</p> <ul style="list-style-type: none"> <li>- Quality of Wi-Fi</li> <li>- Lack of storage</li> <li>- Difficulty in having confidential conversations with certain offices not having floor-to-ceiling walls.</li> </ul> <p>Broader challenges within the Pop Up Village to note are:</p> <ul style="list-style-type: none"> <li>- Capacity to meet peak demand</li> <li>- ATMs not being installed yet</li> <li>- Bank not handling cash</li> </ul>  |

|                                |         |              |   |
|--------------------------------|---------|--------------|---|
|                                |         |              | I endeavoured to get feedback from other universities where looped lecture theatres are used but was unsuccessful in acquiring any feedback though I'm grateful to the student representatives from other campuses who distributed my survey.   |
| Go8 Advocacy Group             | Ongoing | n/a          | I have a meeting set up with the Chair of the Go8 Deputy Vice Chancellor (Academic) Group lined up in October. I'm seeking more progress before that meeting noting that it will be difficult to hand this project over at this stage.  |
| Mature Aged Students Committee | Ongoing | n/a          | The survey results were collated and reported back to a meeting of the Mature Aged Students' Committee. Since then I have worked with individual members on a scientific survey that is now incorporated into a VC Leadership Program course. I believe that this survey will lay the foundations for the proper growth and establishment of clear Terms of Reference for the Committee.<br><br>In the meantime, I have raised individual advocacy issues including issues around bridging courses to ANU and availability of scholarships for late entry students. |
| MOU with PARSA                 | Ongoing | September-17 | A process of negotiation has now commenced with a consultant to work through the contentious clauses of the agreement.  |
| CRC Reform                     | Ongoing | May-17       | CRC Reform was discussed at the last meeting of CRC without a resolution reached. I put a call out for feedback on top 3 issues/questions from the CRC and am now developing a proposal to take forward. With other projects and commitments I have been unable to complete the proposal yet.   |
| Student Partnerships           | Ongoing | August-17    | A Student Partnership Agreement was drafted to be between the Academic Board, ANUSA and PARSA. I put a call out for feedback from the SRC. I put a call out to the student body for ideas for projects and engaged the ANU leadership as well for projects in the pipelines. The process of consultation was not ideal but the best that could be done in the timeframe I was afforded.   |

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|                    |         |     |  |
|--------------------|---------|-----|--|
|                    |         |     | I'm proud to inform students that the Student Partnership Agreement was endorsed by Academic Board and came into effect August 1.  |
| Language Diversity | Ongoing | n/a | I have worked with the Language Diversity Committee on their website and given feedback on media as well as a panel discussion on the review into the School of Culture, History and Language. |

### 3. Canberra Rape Crisis Centre Counsellor

The former President, Ben Gill, and Women's Officer, Linnea Burdon-Smith commenced a project last year of bringing a part-time counsellor (2 days a week) from CRCC to ANU campus that would be paid for three years from ANUSA's SSAF reserves. This project was continued by Holly and myself this year. In recent months we have negotiated with the university on expanding the service provision to full-time where the remaining three days would be paid by the ANU to turn the position full time.

As was publicly announced in July, those negotiations were successful. The position will be 40% funded by ANUSA, 60% by ANU. PARSA has been supportive of the project and is a party to the MOU. The position will be filled by multiple members of staff at CRCC of varying gender identity. Accessing the service is done by calling the main CRCC number with the same process of triaging. If the caller identifies themselves as an ANU student then they will be offered access to the service at ANU and have the location of the office disclosed to them. The location of the Counsellor is confidential to protect the anonymity of clients. Discussions have already commenced with the ANU to ensure that the position is fully funded by the ANU at the end of the three years. CRCC and ANU Counselling are working together on how they manage cases and make appropriate referrals.

This is obviously a significant accomplishment for the Association and so I would like to record my thanks to Ben Gill, Linnea Burdon-Smith and Holly Zhang for the work they put into this project.

### 4. August 1 Survey Result Release

A considerable amount of my time has been spent preparing for the release of the Universities Australia/Australian Human Rights Commission survey results on August 1. ANUSA and PARSA have endeavoured to work in lockstep on this to ensure that we are best representing the collective interests of students. The pressure we applied secured the CRCC position. In addition we secured funding for an external review into ANU's policies on sexual assault and sexual harassment. The provider is Rapid Context which has had previous experience on these issues working with the AFL and Australian Defence Force. They also had the Sex Discrimination Commissioner as a referee.

ANUSA and PARSA have also compiled a series of demands that we have put to the ANU. We have planned a month of events under the banner 'Month of Strength & Solidarity'. We have endeavoured to ensure that these actions are accessible noting that the worst case

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scenario would be the re-traumatisation of survivors. In all communication around this we have used content warnings and referred people to support services. If students want to raise the profile of these actions they are encouraged to do so but it's requested that they also ensure that communications have content warnings and a list of support services available.

## **5. Media & Advocacy**

There has been a lot of media to navigate around the Union Court Redevelopment, the CRCC announcements as well as an article I wrote in my capacity as ANUSA President for Woroni about male-survivors of sexual assault.

## **6. Professional Development**

I attended the NUS Education Conference from July 3-July 7 in Brisbane this year with Robyn Lewis, Harry Needham and Tom Kesina. My experience was mixed. I delivered a workshop on Student Partnerships which was well received and Tom gave a great workshop on research led advocacy based on his experience with the EAP project. Of the other workshops, some were worthwhile and interesting whilst others devolved into shouting matches between different factional groups. As the student body is aware I have been a Negotiator and Convenor of the National Independents. I commenced that role at Education Conference last year and finished up that role at Education Conference this year. I now do not occupy a position of leadership within the National Independents though I am still a member of that factional group.

## **7. TAG Membership**

I have approved ANUSA purchasing TAG (Tertiary Access Group) membership which functions as a co-operative in the higher education sector to get discounts for members. For ANUSA, our once only share purchase were \$400 (4,000 shares). Our annual service fee will be \$1,600 in year one (and likely to remain at \$1, 600 p.a. after that, as we do not operate commercial outlets). This has the capacity to increase our service provision within our service arm as well as enhance our social arm by participating in joint university purchasing power to access international artists that would do university tours around the O-Weeks.

## **8. Diversity Review**

Prior to the commencement of the Winter Break I commenced discussions via email with Department Officers about diversity of representation on the ANUSA Executive and my desire to instigate a review into it. I received great feedback which assisted me in my preparations. I engaged ANU Observer to discuss the story which allowed me to start a conversation furthered by an initial meeting of a Working Group. The public working groups will not continue until after elections to avoid politicisation but some Department Officers have expressed an interest in discussing it with their Collectives.

## **9. Office shutdown**

For noting, I authorised the shutdown of the ANUSA offices for the final days of June and early July to oversee the complete pack up of the old ANUSA offices and the move across to the new space. I don't take such decisions lightly given ANUSA is a front facing service.

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Unfortunately this also coincided with the release of exam results. To address this I worked with ANU Library to organise spaces in Chifley so that students could book appointments with ANUSA's Student Assistance Unit if there were issues with their results.

## **10. Elections**

To note I put out an Expression of Interest form for ANU students to register their interest in contesting the election. I had ticket convenors sign an undertaking that they would not use the information for purposes other than building a ticket.

Concerning the media coverage around a Facebook page purporting to be an ANUSA ticket. ANUSA's electoral regulations do not apply unless a ticket has registered and consequently ANUSA is not in a position to regular satirical social media pages.

## **11. Meetings**

To note I have had meetings of ANU Council, Academic Board, University Research Committee and University Education Committee since the last General Meeting. ANU Council has endorsed the changes made to the ANUSA Constitution in Semester 1. I also attended the Extraordinary Meeting of CAAC with Eleanor that dealt with admissions changes.

The ANU has engaged a new Registrar of Student Admin, Ariel Edge. Eleanor and myself have met with her to explain ANUSA's role and how it has worked with the Division of Student Admin before.

## **12. Executive Management**

As per the Constitution it is my responsibility to manage the productivity of the Executive. I have done so by having the Executive complete timesheets though this has been a difficult process owing to inconsistent usage of it. These accountability mechanisms are important to prosecute the case for why ANUSA deserve to be overall the best paid officebearers in the country. Extra pay comes with it the responsibility to demonstrate hours completed in transparent, accountable ways. I have invoked the constitution to pass a motion that binds the Executive to complete timesheets. Failure to complete timesheets will result in temporary suspension of pay. I have thus far encountered logistical challenges in enforcing this but they are being worked through.

I am also working on incorporating leave arrangements for the Executive onto Xero which is what is used for ANUSA staff. This will streamline the process and make it more accountable. Whilst its inappropriate for me to go into further details than this at a high level I am reporting to the General Meeting on this matter as it concerns a responsibility of my office under the constitution.

## **13. Legal Unit**

(Jan-Jun) 30/30



Migration Workshop Attendance

|        |    |    |   |    |        |
|--------|----|----|---|----|--------|
| 24-Apr | UG | PG |   | 2  | MC     |
| 4-May  |    |    |   | 12 | RM     |
| 10-May | 3  | 8  |   | 11 | MC     |
| 11-May |    |    |   | 85 | RM-ISD |
| 16-May |    |    |   | 10 | RM     |
| 23-May | 5  | 6  | 0 | 11 | MC     |
| 1-Jun  |    |    |   | 10 | RM     |

14. Student Assistance Unit

| <b>ANUSA SAU Statistics (June 2017)</b> |       |
|---|-------|
| Student visits                          | 142   |
| Evening meal vouchers issued            | 22    |
| Lunch meal vouchers issued              | 28    |
| Grocery vouchers issued                 | \$300 |
| Value of emergency grant money issued   | \$395 |
| <b>Main issues</b>                      |       |
| Academic                                | 90    |
| Accommodation                           | 4     |
| Centrelink                              | 9     |
| Financial difficulties                  | 40    |

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|               |   |
|---------------|---|
| Mental health | 3 |
| Advocacy      | 0 |
| Health        | 0 |

## 15. Review into Payment Regulations

As per the amended motion at the second OGM for Term 1, I have engaged an external consultant to review the amended payment regulations. His paper is attached. I requested that all feedback be passed on by COB Friday, 9th June.

Owing to the Union Court Redevelopment limited engagement of the student body over the Winter Break, the process was then put on hold. The consultant and myself will now review this feedback and hold a public meeting to discuss these matters further. I will provide details of that meeting when it is organised.

### Attachment:

## MOTION TO AMEND THE PAYMENT REGULATIONS

### Part 1. Withholding payment of the stipend to ANUSA Executive members

#### *Introduction*

At a General Meeting of the Australian National University Students Association (ANUSA) on 19 May 2017 the following motion was adopted.

“That the Association repeal the existing Payment Regulations and adopt the Regulations set out in Appendix A as the Payment Regulations of the Association. Additionally, the Association:

- a. Believes that alternative options regarding accountability to the SRC and alterations to Department & Executive payment conditions have not been adequately canvassed as of yet, specifically the ability for the SRC to suspend Executive pay, and for Department Officers to be paid more regularly;
- b. Directs the ANUSA Executive to start a public, inclusive review process to canvass and consider these and other options in conjunction with Department Officers, the SRC, and interested ordinary members, informed by advice by ANUSA’s legal officers;
- c. Requires a report on this process to be distributed to all ordinary members through ANUSA social media channels, and with any recommendations for change to be produced in time for consideration at the next General Meeting of the Association.”

This document examines the current situation regarding:

- a. the suspension of the stipend to a member of the ANUSA executive and;
- b. the frequency of payments to Department officers, and makes recommendations for future action.

#### *Payment of a stipend to members of the ANUSA Executive*

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Members of the ANUSA Executive are paid a fortnightly stipend in accordance with the ANUSA Payment Regulations which were approved on 19 May 2017. Payment of the stipend is subject to the terms of the regulation and the requirements of the ANUSA Constitution and subject to the Executive continuing to hold office and proper performance of their duties.

The Payment regulations also provide for the amount of stipend and other entitlements including withholding payment. (Rule 1.4 refers).

#### “1.4 WITHHOLDING THE STIPEND

1.4.1 The ANUSA Executive may by a decision of four of the six members present at a meeting decide to reduce, suspend or withhold payment of the stipend in its entirety or for a specified period or by a specified amount for a member of the Executive if in the opinion of the Executive the member is failing to adequately perform the duties of their office. The Executive must counsel the member and provide them with a reasonable opportunity to remedy the identified shortcomings in performance before reducing, suspending or withholding the stipend in whole or in part (Ref. s.50 *Associations Incorporations Act 1991*).”

The intention of this regulation was to provide a mechanism for the Executive to take reasonable management action where, in the opinion of the Executive a member was not adequately performing their duties. Having the Executive determining whether to withhold the stipend ensures procedural fairness, protects the privacy of the individuals as fewer people are involved in the process as well as ensuring financial responsibility so that student funds are not wasted as action can be taken quickly whereas other processes are time consuming.

As mentioned above this regulation was developed to address proper performance of services as the ANUSA Constitution provides other mechanisms to address other matters such as behaviour.

#### ***Other Options***

The ANUSA Constitution provides other mechanisms for dealing with the behaviour of members of the Executive. They are the removal from office provisions and action because of a decision of a Disputes Committee.

- **Removal from Office**

Clause 9(11) of the ANUSA Constitution provides for the removal from office of an Association representative where the representative has wilfully acted in a fashion contrary to the Constitution, the Regulations or a Policy of the Association; or they have manifestly failed to fulfil their obligations under the Constitution and Regulations”.

The representative, must be removed from office if a resolution is carried by a two-thirds majority of those present and voting at a meeting of the SRC or a General Meeting of the Association calling for their removal under section 9 (11); and the Disputes Committee accepts that the Representative has acted in the fashion alleged by that resolution.

Removal from Office is a two-step process requiring a resolution carried by a two thirds majority of an SRC or general meeting and acceptance by a Disputes Committee that the representative acted in a fashion contrary to the Constitution. Moreover, it is the ultimate sanction against the representative.

- **Referral to a disputes committee**

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Clause 20 of the ANUSA Constitution provides for a Disputes Committee. It is a standing committee whose purpose is to consider the validity of resolutions calling for the dismissal of Representatives of the Association, and to consider allegations of breaches of the Constitution and the Regulations, and other matters as are provided for the Constitution, the Regulations or the Policies of the Association.

Where a matter is referred by the SRC to the Disputes Committee it is required to investigate the matter. The Disputes Committee must undertake a thorough investigation into any matter referred to it under the Constitution, the Regulations or any Policy and by simple majority determine whether the constitution, regulation or policy has been breached. If the Disputes Committee finds that a breach has occurred it may, by a simple majority of those present and voting, impose a fine, revoke membership rights or impose such other penalty as is prescribed by the Regulations upon a member or former member of the Association in accordance with the Constitution and Regulations.

Rule 1.2.3 of the Payment Regulations states that “continued payment of stipend is subject to the terms of this regulation and the requirements of the Constitution and subject to continuing service to ANUSA in continuing proper performance of the responsibilities of office.” Therefore, if a member is removed from office, in accordance with clause 9(11)-(15), a necessary consequence would be that payment of stipend would also be removed.

Under the ANUSA Constitution “The Student Representative Council (SRC) shall be the committee of the Association in accordance with the Act” and consists of:

- The executive,
- General Representatives,
- Department Officers, and
- College representatives,

It is a body of approximately 39 members and is the committee of management under the Associations Incorporations Act. It in effect acts as a board of management for the association. Moreover, because of its role, operating environment and composition it is political in nature. It is not the body to finally determine whether an individual has breached the Constitution and then impose a penalty.

In matters such as disciplining an individual (such as an employee or association officer) it is important that the individual be afforded procedural fairness and their rights and privacy be protected. This is not the role of the SRC but that of a smaller specialised body and Disputes Committee is perhaps the most appropriate. More importantly the Constitution states that it is the Disputes Committee which finally determines whether or not an individual has breached the constitution.

The Disputes Committee has powers of investigation, access to all relevant documents and as per Clause 9 (15) of the Constitution is required to ensure procedural fairness and operate within specified timeframes. In addition issues such as conflict of interest of committee members is addressed by the Constitution.

As mentioned above where a Disputes Committee finds that a breach has occurred it may impose a fine, revoke membership rights or impose such other penalties as are prescribed by the Regulations in accordance with the Constitution and Regulations. In the case of payment of the stipend this could be more explicit. In other words, additional power to suspend or reduce stipend, might be vested in the Disputes Committee, in addition to the power to remove a representative

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in their office or impose other penalties. Some clarification may also be needed of the potential consequences of a finding against a representative.

## **Part 2. Increased frequency of payments of the stipend to Department Officers**

### ***Background***

#### ***Payment of the Stipend***

Historically ANUSA has paid Honoraria to Department Officers in recognition of the services rendered by the Officer to the department. The amount was capped at \$5,000 per Department and paid at the end of the year. In some cases the whole amount was paid to the Officer and in others split across a number of officials on the recommendation of the members of the Department.

Following a review of the payment to elected representatives of the Association in 2017 it was agreed by the Association that the amount of honoraria paid to department officers be substantially increased and different payment arrangements be introduced and that the revised arrangements become a payment regulation of the Association.

The revised arrangements provided for two components, a regular stipend and discretionary honoraria.

#### ***Payment of the Stipend***

Under these arrangements the payment of the stipend is normally automatic (monthly) and was introduced to promote:

- a. ***Access & Equity*** – Reduce financial barriers for representatives to enable as many students to be able to run for a role(s) as possible.
- b. ***Responsibility & Accountability*** - Increase the feeling of responsibility and accountability of representatives.

The stipend is considered reasonable payment for services rendered to the department and ANUSA. Nonetheless, the work of Department Officers and the departments remains autonomous of ANUSA in accordance with the ANUSA constitution. The stipend is paid monthly in arrears during the academic year and is subject to taxation. Arrangements exist as to the minimum and maximum amounts of stipend paid to an individual in a year.

#### ***Payment of the Honoraria***

The basis of payment of honoraria is as honorary recognition, at the discretion of the department concerned, of the voluntary service provided by a student volunteer who has served as a departmental officer, or carried out another role within a department. It is an honorary reward and not an entitlement. It is a discretionary payment determined by the relevant

department/collective where in the view of the department/collective the circumstances warrant payment. Honoraria may be in addition to any stipend a person receives.

It is important to remember that the payment arrangements for the executive recognise that in addition to their ANUSA workloads they still have a study load. The workload of a member of the executive, both paid and unpaid is substantial and regular. It is additional to their study load and thus the individual is precluded from undertaking any additional paid employment.

This is not necessarily the case with Department Officers whose departmental workload should be far less than that of the executive and also there is not the requirement that they be as available as the executive. In addition to the reduced workload department officers are able to be more flexible in their arrangements, including having time to seek employment.

There is also the matter of responsibility. The executive because of the level of responsibility and accountability to the Association and the nature of the role it was determined that the executive are paid fortnightly and the Department Officers monthly.

In addition to the stipend the Department Officer may be paid Honoraria at the end of each semester. This provides for a lump sum to be paid in addition to the honoraria. A payment not available to members of the executive.

Notwithstanding the above there may be situations where a Department Officer experiences hardship associated with the frequency of the stipend payment. In such cases it may be appropriate to increase the frequency of payment for that individual. However, this should not be automatic.

Where a Department Officer is experiencing genuine hardship because of the frequency of payment they may apply, on hardship grounds to the President for the payment to be fortnightly. All such requests would be assessed by a Student Assistance Officer who would make a recommendation to the President regarding the matter.

### ***Recommendations***

In view of the above it is recommended that the ANUSA Executive:

1. Consider amending clause 20 (7) of the ANUSA constitution to say “If the Disputes Committee finds that a breach has occurred it may, by a simple majority of those present and voting, impose a fine, revoke membership rights or impose such other penalty including revoking, withholding for a specified time not exceeding 6 months, or reducing for a specified time not exceeding 6 months any stipend paid to an elected representative of the association as prescribed by the Regulations upon a member or former member of the Association being found to have engaged in misconduct as defined in clause 9(11) in accordance with the Constitution and Regulations”.
2. Consider amending Clause 20 (9) of the constitution to say “The Disputes Committee must consist of not less than 3 or more than five (5) members of the Association.” so as to ensure a minimum number to determine matters referred to the Committee.
3. Ensure that the provisions for revoking, withholding or reducing the stipend paid to a Department Officer are consistent with those applying to members of the Executive.
4. Leave the current payment arrangements for Department Officers unchanged but introduce a system providing changes for demonstrated hardship cases.
5. Provide SRC members with a copy of this document and they be asked to provide comments to the Executive within the next two weeks so that the matter can be discussed and the next meeting of the SRC and to determine further action required.
6. Conduct a “public” meeting where any proposed changes can be discussed and explained.

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For your consideration and direction

G M Jones

May 2017

**VICE PRESIDENT'S REPORT**

Eleanor Kay

**Executive Summary:**

- A. Internal ANUSA Responsibilities
  - 1. New Semester, New ANUSA!?
  - 2. BKSS
  - 3. Mental Health Committee
  - 4. Training/Representative support
    - a. Representative Feedback
    - b. Retreat
- B. University Representations
  - 5. Union Court Redevelopment
  - 6. University Committees
  - 7. ASAPRG
    - a. General Feedback
    - b. PhB feedback
    - c. Extraordinary CAAC
- C. Projects
  - 8. National Survey into Sexual Assault on University Campuses
  - 9. Off Campus Exams
  - 10. Honours Roll
  - 11. Online Harassment
  - 12. EAPs
  - 13. English Language Classes
  - 14. ANUSA Committees Review
- D. Other Business
  - 15. Bush Week

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**Further Details:**

**A. INTERNAL ANUSA RESPONSIBILITIES**

**1. New Semester, New ANUSA!?**

Welcome back to Semester 2! And welcome to the new ANUSA space! I hope you all had a restful break, and also a productive break.

The winter break has been highly dominated by the move for me, which has been exhausting but also a fun adventure. I hope you've all had a chance to familiarise yourself with the new ANUSA spaces! Please remember that though we've moved, we're continuing to do everything as we used to, with some things even expanded!

**2. BKSS**

I've put together some new policies for equipment hire and venue hire in the BKSS. These are available on the website, and they formalise some of the processes we follow.

You will also notice we are in our new space! The BKSS staff have been absolute troopers and I want to publicly thank them for their hard work in setting up the new space. I hope you like it, please let us know if you have feedback for how we can make it even better!

### **3. Mental Health Committee**

The MHC is back for the semester after taking a bit of time off for the winter. We will be meeting on Tuesdays at 3pm in the ANUSA boardroom/BKSS (we alternate weeks). We have a few big items for the semester:

- A poster project with ISD promoting positive mental health for international students
- An event about substance abuse
- Mental Health Week (week 10)

If you have ideas for any of these projects, or would like to get involved, we'd love to see you there!

### **4. Training/Representative Support**

#### *a) Representative Feedback*

As we hit the middle of our terms, I wanted to ensure there was an opportunity for all Representatives to provide feedback to each other about our experiences so far and discuss how we can best facilitate an active and productive environment for the next semester of our terms. To this end I set up a feedback survey for all reps. Thank you to all who completed it!

All reps were sent a summary of the feedback, including actionables for us all to implement. If any members of the student body would like to see this report, please get in contact at [sa.vicepres@anu.edu.au](mailto:sa.vicepres@anu.edu.au)

#### *b) Mid-Year Retreat*

I spent a lot of time over the winter coordinating the ANUSA Mid-Year Retreat for all representatives. The retreat was a great time, and I'm very thankful to those who came and were willing to work hard while we were there!

We spent a lot of time on retreat trying to ensure we as representatives were prepared for the coming semester, and were addressing the issues raised in the Representative Feedback survey.

An actionable document following retreat was circulated to all representatives so people can follow up on the work they committed to achieving.

## **B. UNIVERSITY REPRESENTATIONS**

### **5. Union Court Redevelopment**

#### *a) Teaching Spaces*

Demolition is already beginning, and we are well and truly established in the Pop Up! There are several shifts to teaching environments, such as:

- Using 7/11 Barry Drive as a teaching venue
- Using Llewellyn Hall as a teaching venue
- Using Copland Theatre and the Tank on a linked lecture situation

As everyone adjusts to these new teaching environments, I would ask that any issues you hear of, you pass on to me. The university is keen to ensure teaching continues to work smoothly despite the move, so any issues, if you can communicate them quickly I will contact the relevant people!

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b) *The Pop Up*

Students seem to be really appreciating the Pop Up Village, but any feedback, please feel free to pass on to James or myself.

A massive shout out to Amy Bryan, Deputy Disability Officer, who put together a memo which convinced the university to make the accessible pathway to Chifley through AD Hope not just accessible by swipe access! A great win for students with disability – thank you Amy for your hard work in this space.

## 6. University Committees

### *Mental Health Advisory Group*

- As mentioned in my last SRC report, I have been working on a reform of the Terms of Reference of the MHAG to ensure it is a practical body that actually affects change. This was on the recommendation of previous President, Ben Gill. The most recent meeting of the MHAG essentially passed the reforms I proposed, but there are a few final things to be fixed up before it can be passed through the relevant bodies to formalise the review.
- We focused the review around the following principles:
  - o A clear and aspirational vision/purpose
  - o Practical objectives with targets to inspire action
  - o Clear reporting lines that demonstrate resourcing and responsibility
  - o A secretary who is driving reform
  - o Clear agenda structure that inspires active participation
  - o Terminology consistent with the Mental Health Strategy and the Healthy University Action Plan
- Interestingly, this Group was established due to the advocacy of 2013 ANUSA President, Aleks Sladojevic. It is sad that the group has become somewhat ineffective, but I am hopeful with the review, the group will be able to drive some serious change in the Mental Health space.

### *Coursework Awards and Admissions Committee (CAAC)*

- CAAC had an Extraordinary meeting regarding the Admissions Changes! Please see below.

### *SSAF*

- I worked with ASLC to develop a bid for peer mentoring, which took some significant time. I am excited that SSAF funding was committed to this project, and look forward to piloting peer academic mentoring in partnership with ASLC.

## 7. Admissions, Scholarships and Accommodation Project Reference Group (ASAPRG)

### a) *General Feedback*

As you may have seen, there was a big meeting regarding the ASA project on 20<sup>th</sup> July. This was the Extraordinary CAAC where we discussed which models of Admissions we would particularly explore. For clarity on the models, please read my blog post here:

<https://anusa.com.au/about/executive/anusavice/2017/07/03/Admissions-Changes-Have-your-Say/>

I really appreciated the students who engaged with me as I consulted on these models, either through online forms or through in person consultation. I received over 200 students engage with the issues arising in this project.

*b) PhB and Research Undergraduate Degree Feedback*

The University was keen to ensure some insight into whether extracurricular activities would be an appropriate measure for admission into an elite undergraduate degree, like the PhB or RnD. To that end, I put out a feedback link to the student body for PhB students. This feedback was used to advocate for a nuanced understanding of the role of extra-curriculars in research degrees.

*c) Extraordinary CAAC and the path forward*

At the Extraordinary CAAC, the National Model and Reserved Places/Affirmative Action Model were approved for further investigation and development. CAAC members also approved Skills, Threshold and Equity as the preferred assessment model for co-curricular activities.

These models will need to be flexible, for if we discover that they are not working when we do further research, we will look for other models to explore.

We are now beginning to explore the Scholarship and Accommodation parts of the project.

## **C. PROJECTS**

### **8. National Survey into Sexual Assault on University Campuses**

There has been a lot of work put in to preparing ANUSA and PARSA's response to the National Survey. I want to take this chance to thank the Womens' Department and James for their dedicated effort to supporting students and making change at our university for the benefit of survivors.

#### **Off Campus Exams**

Given we were using 7/11 Barry Drive for the first time last semester as an exam venue, I gathered student feedback regarding the venue on behalf of ANUSA. I compiled the feedback into a Memo which I circulated to the relevant people within the university.

The exams office has been very keen to take on this feedback, and we are working together to best support students through using different exam halls. As a result of this student feedback, I'm also working with Facilities and Services to get bike racks installed near 7/11 Barry Drive for those who ride to classes there.

### **9. Honours Roll**

I undertook a survey into the Honours Student experience, and used that feedback to speak to a meeting of all the AD(E)s and the Deputy Vice Chancellor. The meeting was productive, with several items taken as actionables that I think could make changes for the Honours Student experience.

Since last semester I've run three events for Honours students – a Careers afternoon with Inger Mewburn, a Shut Up and Write evening, and a Chapter-writing workshop with ASLC. I am now working with CASS Rep Ria Pflaum to coordinate a Thesis Writing Retreat in September for Honours Students.

### **10. Online Harassment**

This has been a project that has been sidelined through the busyness of the move. I have allocated this as one of my top priorities to follow up on after elections.

### **11. EAPs**

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A list of recommendations were approved by the University Education Committee earlier this year regarding education and review of the current EAP system at ANU. Aji and Amy (from DSA) and myself are working to implement these recommendations, including coordinating a series of working groups with academic colleges and students on their different experiences using EAPs.

### **12. English Language Classes**

I have been working with ASLC to ensure ongoing casual opportunities for English Language support. This semester on Tuesdays and Wednesdays 12-1pm in the ANUSA boardroom we are running English Language chats. So far, these have had great engagement, and we hope this will continue. Please pass this message on, and let people know it's happening! Please also let me know if you want some promotional material to put around the campus – I will be happy to coordinate that!

### **13. ANUSA Committees Review**

An issues that has arisen over the past 6 months is the confusion in our constitution about what is a 'committee' and who has power over what body. To this end, Kat and I are working on a review of the Committees of the Association, and we will structure some recommendations to the SRC to clarify these issues. We have begun the process, but to date have not finalised our report or recommendations. We will bring this to the next SRC for approval and endorsement.

## **D. OTHER BUSINESS**

### **14. Bush Week**

An incredible thank you must go to the Bush Week Directors, Lorna Anderson, Kirsty Dale and Bolwen Fu for their tireless efforts to make Bush Week incredible. So many students engaged with ANUSA and with each other in wonderful ways, and credit must go to them for their vision and their hard work to make it happen. Of course thanks must also go to Cam for his dedication and hard work to pull Bush Week off, particularly during difficult personal circumstances. Thank you to Cam and his Bush Week Directors for doing amazing work to make an incredible week.

### EDUCATION OFFICER'S REPORT

Robyn Lewis

#### Education Officer's Report

It's been a busy few weeks, unfortunately compounded by me getting sick for an extended period of time over the last 10 days. Nonetheless, all projects are progressing and one speed or another, the education committee is functioning cohesively, and we've been out on University Avenue talking to a huge number of students about education and marriage equality! A summary of project updates is below.

#### Submission to Welfare bill

The submission can be found below; this was a worthwhile thing to spend time doing, as the changes to welfare will detrimentally affect a number of students, particularly those who study part time, who already have high attrition rates. It was disappointing to hear about the lack of engagement with this bill on the student politics scene broadly, which perhaps speaks to a need to increase the focus on solidarity and support for part-time students.

#### National Day of Action

The NDA went well, with around 150 attendees. Collaboration with the NTEU proved fruitful, with a strong staff presence as well as Unions ACT sending a contingent. This is the last NDA for the year, and we got strong media coverage, with a Canberra Times article, and WIN & 9 news both broadcasting the rally that evening. The Greens also used footage from their rally in one of their latest videos. The education committee put up posters, held stalls, proactively advertised the event on social media, and liaised effectively with the NTEU and NUS. I once again wish to extend a huge thank you to all the volunteers that helped set up and pack up, and who helped out on the BBQ.

#### Marriage Equality Postal Survey

This has been a very frantically put together campaign. I attended an NUS phone link-up with Victorian Trades Hall, who have taken the lead on putting an enrol to vote campaign together. Groups on campus have held stalls, and I have facilitated materials and equipment hire. Trades Hall estimated that we should be aiming for 50 students checking their enrolment per campus per day. While some campuses report having reached this target, whether due to disengagement, high political literacy, or perhaps not adhering to best practice on stalls, we have not been getting these numbers.

I have had limited capacity due to being unwell and the unexpected nature of the campaign, however I am pleased that we have been able to have a visible presence on campus to discuss the survey. I expect we will move into a 'yes' campaign in the coming weeks, however how much is done may depend to a large degree on how much buy-in there is from students to organise and volunteer, particularly the Queer\* Department.

#### Workers' Rights

Unions ACT and I are holding an event on Thursday 24<sup>th</sup> from 12-2pm as the start of the on-the-ground campaign for Exploitation Free ANU. During this event we will be talking to workers in different businesses on campus, as well as asking managers/owners if they will commit their business to the Unions ACT exploitation free list. Any businesses that say no

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are a cause for concern, and we will be targeting them specifically for future actions. Volunteers would be appreciated.

**Affordable Housing:**

I have not made substantial progress on setting this campaign up for second semester due to time constraints and a revised expectation from Unions ACT as to how long they would like the Exploitation Free campaign to run. Jill Molloy has released a survey on affordable housing which I strongly encourage all reps to take, as it is the first major data collection on this issue on some time, and will inform NUS and campus campaigns in future years.

It can be accessed at [bit.ly/studenthousingsurvey2017](http://bit.ly/studenthousingsurvey2017)

**Forums with the university executive:**

I believe the next one is scheduled for September 18 with the VC. The university liaisons for this event do not seem thrilled with the topics students chose via online polling, however I am unwilling to allow them to change, as these forums are meant to be for students to ask questions, not an exercise in public relations.



## GENERAL SECRETARY'S REPORT

Kat Reed

### Executive Summary

1. Sex & Consent Week
2. Elections!
3. Probity
4. Gen Rep Reform Update
5. SRC Reform Update
6. Committee Reform

### 1. Sex and Consent Week

Sex and Consent Week WAS DA BOMB. I'm incredibly proud of the Sex And Consent Week directors Resa Le and Vishakha Nogaja for being so hard working and remaining professional and gracious when #controversy hit.

We held several events (3-4 events a day!!) throughout the week involving all sorts of topics surrounding sex education. Highlights of the week were Nina Funnell, Kate McCoombs, the Symposium (we had over 80 ppl attend throughout the day!!) and our Sex Toys video (over 8.5 thousand views last time I checked!!).

Attendance was a little low. I mostly attribute this to feelings of displacement from the student body due to the move and burn out from the release of the SA survey. I was sad to see very few ANUSA faces. It's disappointing as we spent a substantial amount of money on the week for students, it would have been nice to have some support.

But seriously, I could not be prouder of the fantastic work by Resa and Vishakha.

### 2. Elections!

Polls are still open and will close 4pm Thursday! The Vote count will start at 5pm in the ANUSA Boardroom the same day!

I have been working hard away at Elections stuff over the last 3 weeks. MSL website has been mostly functional, save a few issues (see below). Kate (ANUSA Comms) and myself entered most of the data over the last week into the MSL system ourselves – including candidate info, manifestos, photos etc. In future, I would recommend the more time between close of Nominations and opening of polls to allow for some time to

We have introduced BBQs for EVERY. SINGLE. POLLING. DAY this year!!! So come get your #democracysausageandveggieoption. I'm very happy with how the Restriction Zones work out this year, Chiefly Meadows is the perfect area for campaigning in my opinion. We may consider relaxing Copland Courtyard for next year, however it's a little too close to the Spoons Space.

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Our MLS issues were:

- students enrolled in double degrees only being able to vote for one academic college.
- MSL neglected to upload all the student ID data – hence several candidates as well as potential voters were missing from the VoteANUSA system a few days before polling opened
- Queer\* Officer voters had to declare that they identified on their personal voter profile instead of just having a check box on the ballot.
- Dummy account passwords to test the system were not sent in time for us to test the system

Nominations

- A substantial amount of nomination forms submitted were non compliant.
- University Council Member was

### **3. Probity**

I love my probity team so incredibly much <3 <3 <3. They've all been nothing but hard working, responsible and dedicated. Shout out to Joel, Ben, Janine, Tandee and Nick for their incredible professional work. I literally would not be standing here alive without them.

Probity will be submitting a full report after elections, but this year we've received a substantial amount of FB messages regarding elections from candidates. This is unacceptable and I strongly encourage candidates to email the team instead of messaging.

### **4. Gen Rep Reform**

We've had three Gen Rep Reform Working Groups thus far and I'm very pleased with our progress. So far we've brainstormed what a gen rep is constitutionally, what it currently is, what are the problems associated with what it currently is and, the fun part... brainstormed what it could be!

We've identified three main areas that encompass most of the issues we see with the Gen rep Portfolio:

1. Lack of Resources: knowledge, support, training
2. Lack of Direction: definition, initiative
3. Lack of Responsibility: accountability, purpose, empowerment

Lewis Pope is conducting some benchmarking with other unis and their gen reps or equivalent to present to at the next working group.

In our last session, we realise that many of the 'governance' related reforms couldn't be discussed without discussing the structure of SRC. We thus decided to focus our direction for Gen Rep Reform on refining the advocacy side of the role – possibly by formalising set roles for each gen rep (eg "Gen Rep of Mental Health" etc.). This would give Gen Reps a solid direction for the year, as well as keeping true to the purpose of the Association – advocacy.

## **5. SRC Reform**

Over the last semester we've had three SRC Working Groups thus far. Much the same as the Gen Rep working group we began by asking what the Constitution says SRC do vs. what SRC are currently (including their perception) and what SRCs should be. Our working groups have started to become quite substantial and we seem to be looking at broader structural change for our Association.

We dedicated another session of SRC working group to discussing Reports – what is their purpose, what happens when we don't pass a report, how can we streamline these etc. So far are recommendations will be to cut speaking time to reports to 2 minutes and to standardise report structures.

In our most recent session we discussed SRC membership, and powers in the grand structure of ANUSA.

In addition, I've started implementing hand signals for standard meeting procedures such as amendments, points of order, points of clarification and procedurals. This helps me when I'm chairing to keep things orderly and to direct flow of conversation. I've found it quite effective and will continue to implement these in future meetings. I've also insisted that all those submitting reports provide a preamble that includes all additional information and context you require for the motions.

## **6. Committee Reform**

I have been working with Eleanor Kay on better defining our various committees (or what we call committees). So far we've met and discussed the various types of committees we have – e.g functional/role specific committees (e.g Ed Com, Social Com), governance committees (Disputes, financial review) and advocacy committees (e.g Mental Health Com, Mature Aged etc).

We'll be working on a “blanket” terms of reference for advocacy and role specific committees, as well as changing how our governance committees are referred to in the constitution and where they sit currently.

An issue we've discovered is that Constitutionally, anything called a “Committee” is subordinate to the SRC and can have their membership changed or the committee terminated at any time - obviously a huge issue for our Disputes and finance committees.

