Changes proposed:
This briefing outlines a proposal for rationalizing the Guild Council Committee system to reduce the time spent in meetings by staff and student representatives, but significantly increase the scope for members of Guild Council and Guild Executive to play a role in:

(a) overseeing the implementation of the Guild’s new Operational Priorities Plan (OPP); and
(b) developing detailed policy initiatives at a committee level which can then be taken to Council.

In order to achieve this, the following structure is proposed:

- Three ‘Strategic Management Committees’ to be created; one for each division of the Guild:
  1) A ‘Catering & Tavern Committee’, which would merge the Tavern and Catering committees.
  2) A ‘Student Services Committee’, which would be a merge the ‘Student Services’, ‘Membership’, ‘Activities’, ‘Media’ and ‘Student Centre’ committees. It would also include the Volunteering Hub under a new reporting line.
  3) A ‘Corporate Services Committee’, which would oversee the Guild’s IT strategy, Finance Department, administration and special projects under the Corporate Services Division.

- Four ‘Guild Council Policy Committees’ to be created:
  1) A ‘Welfare & Advocacy Committee’, which would incorporate the current Welfare Committee, the policy aspects of the Student Assist Committee and the policy work undertaken by a new research-related staff position within the Student Assist team.
  2) A ‘Governance Committee’, which would incorporate the current ‘Statutes committee’, responsibility for regulations currently overseen by the ‘Discipline committee’* and the development of accountability measures and an internal review process.
  *NB: Under advice from the University, the Discipline Committee will be restructured to provide for a new tiered discipline process to accommodate requirements for swift and confidential resolution of complaints.
  3) A ‘Volunteering & Community Engagement Committee’, which would incorporate the current ‘Volunteering Hub Steering Committee’, policy aspects of the newly created ‘Guild Council Volunteering Committee’ (with operations to be overseen by ‘Student Services’) and the development of policies relating to Guild involvement with the community work undertaken by clubs, societies, the University and external organisations.
  4) An ‘Equity & Diversity Committee’ which would be a new committee to create a policy framework to achieve the following outcomes:
     - The advancement of equity and diversity within the Guild and the University
     - The promotion and celebration of Indigenous culture
     - Ensuring Guild Council represents the full diversity of the student community
     - Assisting UWA students in overcoming adversity caused by race, ethnicity, gender, sexual orientation or mental or physical disability

- A ‘Strategic Resources Committee’ with a virtually identical structure and role to the current Finance & Planning Committee, except with the inclusion of new roles such as developing alternative revenue sources to student fee income (i.e. adding a ‘commercial development’ aspect).

- An ‘Executive Management Committee’, which would be responsible for working with committee chairs to ensure satisfactory progress of key performance indicators, to review and manage committees and to facilitate the progression of initiatives from a committee to Guild Council. This committee would be comprised of the Guild Executive, the three directors and the PSA President.

- A system of ‘working groups’ overseen by the Chairs of each committee. This will allow larger committees (such as Student Services) to work in a less formal environment on discrete projects.
Rationale for restructuring Guild Council committees

1. The current committee system does not function effectively
The committee system should achieve the following fundamental tasks:
   a. Enabling Guild Council to operate more effectively by delegating detailed consideration of various matters to committees, which can then take recommendations and motions to Guild Council
   b. Facilitating communication and feedback between student representatives and staff members on operational matters ranging from catering outlets to events

However, the current system fails to achieve this to an acceptable level. This is mostly likely due to the following constraints:
   - There are too many committees in some areas, particularly student services. This leads to either unnecessary duplication or committees simply not meeting
   - Some committees are nearly completely defunct. The best examples of this are the media committee and the IT subcommittee of F&P. However, there are also a range of committees which have only met sporadically at best.
   - There are gaps in the committee system, particularly in areas like equity & diversity, commercial development, IT strategy, administration and advocacy issues which fall outside the Welfare Committee’s current scope. This means that issues either go straight to Guild Council or are not considered at all (especially in the case of equity & diversity policies).
   - The direction and role of many committees changes from year to year.
   - The position of ‘Committee Chair’ is not provided with enough support or direction from Guild Executive & the Directors. Furthermore, Chairs often receive no training or handover for their role.

2. The organizational review allows for more streamlined management
In 2013, the Guild finalized its Organisational Review, which was started in 2009 by the 96th Guild Council. Since then, a significant number of changes have been made to the staffing structure of the Guild. Not only have there been significant changes to individual positions, but the management structure has been pulled together under three divisions: Catering & Tavern; Student Services; and Corporate Services

The Catering & Tavern Division is overseen by the Catering Director, while the Corporate Services and Student Services Divisions are overseen by a new Director of Corporate and Student Services. The Managing Director no longer has any direct reporting lines other than the HR Officer and the two other Directors.

3. The ‘Future Directions’ strategy and the new OPP necessitate a stronger focus on both operational oversight and the development of policy frameworks in new areas
At the start of this year, I set out a new direction for the Guild under a universal fee system. The introduction of a compulsory SSAF fee levied by, and distributed by the University meant that we had:
   (a) More revenue for expanding services in areas like student assist, volunteering and events
   (b) An obligation to improve accountability and to review our own governance structures
   (c) An obligation to ensure that all students were adequately represented by the Guild

Under the proposals set out in this ‘Future Directions’ strategy, we have developed an OPP aligned with the University’s. However, achieving this OPP will require us to have a strong committee system more reflective of our structure. Guild Council does not have ability to provide oversight over the OPP for three staff divisions, nor does it have the ability to develop innovative new policy frameworks to broaden our representation, improve accountability and open the way for new areas of service provision and advocacy.