



EMPLOYMENT AND FINANCE COMMITTEE

17 January 2022 - via Microsoft Teams (including videolink)

CONFIRMED SUMMARY MINUTES

Contact Georgina Bailes georgina.bailes@northumbria.ac.uk, Secretary to the Board of Governors, with any queries about these Summary Minutes.

Present: H Fairfoul (Chair), C Apsey, Dr R Blackman-Woods, Dr S Fancey, D Pearson, N Pope, Professor A Wathey
 Apologies: Professor T Lawson
 Observers: S Pelham
 Secretary: G Bailes, R Elliott (Assistant Secretary)
 In attendance: F Belsey, A Dunlop, J Embley, Professor G Marston [EF21/57], D Monnery, S Newitt, E Pritchard [EF21/57]

MAIN ITEMS DISCUSSED/DECIDED ON AT THE MEETING	
1.	<p><u>People</u> <u>Health, Safety and Wellbeing Report Q1 2021/22</u> [EF21/57] The Committee noted the Health, Safety and Wellbeing Report for Q1 2020/21, covering the period August to October 2021. Short and long term sickness absence had both increased during Q1, but the classification of reasons for absence made it difficult to isolate the impact of Covid. The University had signed-up to the Student Minds University Mental Health Charter Programme to improve support for staff and student mental health in the wake of the Covid-19 pandemic. The Committee noted that Covid-related support to staff included support to those who were absent due to the impact of Covid on their circumstances but who were not necessarily ill themselves, and that consideration would be given to which elements of this support would be valuable to retain post-pandemic.</p> <p><u>Staff Survey 2021</u> [Presentation] The Committee considered the results of the recent staff survey, which were less positive than for the 2020 survey, which was carried out relatively early in the pandemic, but were in general more positive than in 2018, with the least positive responses relating to the recent return to on-campus working. The engagement index (KPI10) was 64% against a target of 70%, but was improved from the 62% recorded in 2018. The Committee noted the presentation.</p>
2.	<p><u>Core Financial Performance and Planning</u> <u>Annual Financial Return 2020/21 – Five Year Forecasts</u> [EF21/58] The Committee considered the five year financial forecast required to be submitted to OfS in January 2022. The forecasts were based on continued growth in non-regulated income, with particular focus on international students and taking account of the anticipated impact of the REF results; there was no forecast requirement for any fundamental shift in the cost base. The cash position provided for a significant investment programme and operating contingencies. The Committee noted that although provision had been made for staff and non-staff cost inflation, it nevertheless remained a risk for the forecast period. The Committee endorsed the Five Year Forecast for submission to Board of Governors for approval by Written Resolution.</p>

Richard Elliott
 Assistant Secretary to Employment and Finance Committee
 February 2022