



1.0 WELCOME AND OPENING

Emma welcomed all Councillors, directors and proxies and acknowledged that UWA is situated on Nyoongar land. She paid her respects to Nyoongar elders past and present, and acknowledged the Nyoongar people remain the spiritual and cultural custodians of their land and that they continue to practice their beliefs, languages, values and knowledge.

1.1 Attendance

Elizabeth O'Shea (Guild President), Lucy Moyle (Vice-President), Jesse Martino (Secretary), Ashleigh Kotula (Treasurer), Thomas Beyer (Ed Council President), Charles Viska (PAC President), Emma Boogaardt (Women's Officer & Chair), Rida Malik (Welfare Officer), Jessica Cockerill (Environment Officer), Lara Bromfield (Guild Sports Representative), Vikraman Selvaraja (PSA President), Ellen Cohen (Queer Officer), Ruby Blakeway (Queer Officer) Aiden Depiazzi (OGC), Cale Black (OGC), Liam Staltari (OGC), Olivia Jo (OGC), Sofie O'Mara (OGC).

1.2 Apologies

Carlo Guaia (OGC), Dave Thomson (OGC), Sean Matjeraie (ISS), Emma Norton (OGC).

1.3 Proxies

Sam Shenton (for Nevin Jayawardena), Lizzy Long (for Alexandra Hamilton), Calvin Rokich (for Kieran Natalwala), Rhys Tucker (for Cameron Payne).

1.4 Observers

None.

2.0 DECLARATIONS OF POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

3.0 CONFIRMATION OF PREVIOUS MINUTES

3.1 Guild Council Meeting 1st December 2014

Approved via circular.

4.0 BUSINESS ARISING FROM PREVIOUS MINUTES

5.0 DIRECTORS' REPORTS

5.1 Managing Director's Report

The MD noted that he has an update on the progress of subway and boost. That is, the documents for the boost lease have been launched with the UWA legal team and the UWA legal team has officially prepared them. In addition, there has been further correspondence regarding insurance for the theft of \$800,000 from the UWA Student Guild. However, more meetings regarding this issue will ensue. However, the MD is still yet to establish whether the entire amount of money was reflective of the employer's theft, as this is still being investigated. He also added that an employee deliberately falsified records, which subsequently insurers the guild against their negligence.

Aiden asked whether the insurers would reimburse for the full amount of the theft. Tony confirmed that they would.

5.2 Finance Report

Report as tabled. The finance Director said that it has been a very positive month, and that he is happy to take questions.

5.3 Catering Director's Report

The Catering Director reported that it has been another good month. There was a recorded surplus of \$450,000 and this figure is true for the 2014 accounts. He also thanked guild council for placing trust in his decision-making since 2013. The Director also said that the guild café staffs have worked very hard to produce this result, and thanked them for their efforts.

He added that there has been depreciation in the Catering budget of \$30,000 against last years \$9,000 recorded in November of each year. However, he was unsure as to whether this was the final budget figure. He accounted for this depreciation by saying that it was because of unstructured price increases over the last few years, and this will be accounted for in the budget for 2015.

5.4 Director of Student and Corporate Services' Report

The DSCS had no report to table at this council meeting, instead providing an oral report. He stated that in order to prepare for the student orientation in 2015, 40 stalls for orientation had already been booked, and there has already been significant interest from corporate bodies. He also flagged university enrolments, stating that Chloe was coming to grips with the number of enrolments the university is expecting. The Director also added that he has been trying to squeeze all orientation activities into one week, however this is still in the trialling stages. He has been working to fill the afternoons with activities, such as working with sports and trying to put on movie nights.

Lizzy moved a motion to accept all Directors reports. **Passed unanimously.**

6.0 REPORTS

6.1 Treasurer

Report as tabled. Ashleigh thanked the Strategic Resources Committee for the work regarding the 2015 budget. She also stated that there was a cash surplus of operations of about \$4000, which was extremely positive.

Lizzy moved a motion to accept the Treasurer's report. **Passed unanimously.**

7.0 QUESTION TIME

8.0 MOTIONS ON NOTICE

Emma clarified that once the final amount regarding the budget is approved, one can take money from some departments, but the money had to be redistributed into other departments. An agreement must be reached on this.

- 8.1** Motion: "That Council approves the 2015 Preliminary Budget Pack as attached.
Moved: Ashleigh Kotula; Seconded: Lizzy O'Shea.

Ashleigh noted that a few changes to the budget were for the following reasons. For example, the budget sought to incorporate projects such as the Guild Ball, the Indigenous Games into an actual department, rather than being included in the Indigenous budget.

Lizzy added that she decided to add in a line of income for presidential grants, but the guild can revise this target mid-year. She suggested grants such as Lottery west and Health way will help bring the budget back into positive figures.

Emma opened discussion to the floor.

Aiden asked a question to Wayne, requesting a status update of the 2014 actuals.

Tony responded by stating that he has implemented a conservative and defensive approach to the budget and strived for a lower figure. This is largely due to the fact that there will be little to no increase in the SSAF next year. Wayne also added that the Guild allocated an extra \$60,000 to Student Assist in 2015 compared to 2014, as it is an important service with significant room for growth in the future. The events line in the budget is looking promising.

Aiden also asked whether the catering line in the budget takes into account that Subway and Boost will be operating next year?

Tony responded by stating that both Subway and Boost are excluded from the catering line of the budget. That is, any new outlet opening in 2015 has not been budgeted as a profit or loss.

Rhys Tucker and Aiden Depiazzi asked why is depreciation added to cash flow if it isn't deducted from income?

Tony responded by stating that the cash flow line is the positive cash flow created through operations, whilst depreciation isn't an operating cash flow.

Aiden then asked Wayne what he was attempting to show by adding that line in the budget?

Tony replied by stating that the budget is all about achieving a reasonable level of sustainability, but also not holding back the Guild's cash flow and subsequently preventing the flow of services to students. He also added that a not-for-profit organisation such as the Guild has a different set of agendas to a corporate business.

Aiden also asked where is depreciation deducted to get the accounting surplus?

Tony replied by stating that depreciation is dispersed amongst income in the budget, which subsequently produces items in the lines above, and then it is flushed out at the bottom of the budget document, which represents cash flow. The Guild is also setting aside money to buy and sell assets in the future, however the Guild is also raising funds from exterior organisations.

Aiden requested that Wayne deduct depreciation in a separate line in the budget, suggesting this is a type setting amendment. Wayne agreed with this and will make the necessary changes.

Aiden asked why did the Guild choose the attached figure to represent the breakeven point in the budget. He also asked wouldn't it make more sense to target a real cash flow amount? He also added that it seems as though the Guild is accepting a large accounting deficit.

Tony replied by stating that the break-even point is unpredictable because of the low cohort of students coming to the university next year. In addition, a significant amount of trust was misplaced with the issues relating to Guild accounts, thus the budget has taken a relatively conservative approach. He also said the Guild is ensuring growth in the future, such as the refurbishment of the Tavern.

Liam Staltari asked Lizzy to elaborate on the amount of money allocated to affiliation fees and conferences in the budget. In particular, the increase in \$5000 in funding to NUS.

Lizzy responded by stating that the affiliation fees for NUS remained the same at \$20,000, which is what the university paid in 2014. The increase in \$5000 is included under 'other' in the budget, which is money that can be allocated to NUS if they are very effective in representing students. However, this amount of money will be revised mid-year. Lizzy also added that there was a \$5000 difference in the actual budget compared to the forecasted budget. This was the difference between the amount of people attending the conference this year compared to the full 7 that attended last year. That is, the Guild budgeted for 7 people plus 7 flights, however, only 5 students attended and only 4 flights were paid for because NUS paid for the Guild President's flight out of their budget.

Lizzy also added that the Guild has broken the budget down to allocate money per conference, rather than by department. This ensures that student representatives can't attend a conference that is not stipulated in the budget.

Sam Shenton stated that in the capital expenditure document, there is an \$8000 provision for a club storage room. He then asked whether this project is part of the Masterplan?

Maddie Mulholland responded by stating that this money came from sale grants at the end of 2013 that had been accumulated to put towards club storage spaces. This money has not been used because there has been little demand for club storage, and thus it is just sitting there. Maddie also added that clubs would have to apply to the Strategic Resources Committee to access these funds.

Aiden asked that in the Capital X summary, there are provisions that are not counted in the Cap X budget on the full budget document, why is this? He also asked whether any of this money has been allocated in terms of pre-advancement.

Tony responded by stating that Student Hub, Boost and Subway are the main Cap X projects. The Solar Panels and Boost should have a significant return, and thus money should be generated back to the Guild.

Aiden asked how long the Solar Panels will take to be established?

Lizzy responded that it will be confirmed at the next Strategic Resources Committee meeting, which will commence in January 2015.

Emma moved a procedural motion to approve the final budget line. **Motion carried unanimously.**

Emma moved that Council debate particular lines in the budget. **Motion carried unanimously.**

Rhys Tucker requested that we put a note next to the depreciation figures in the budget in the interests of transparency, in order to clarify that depreciation is added there.

Tony agreed to the recommendation.

Emma moved that council approve the preliminary budget pack as attached. **Motion carried unanimously.**

8.2 Motion: "That Council empower the EBA Team to conclude the Four year EBA (2015-2018) including the wage offer outlined in this paper"

Moved: Ashleigh Kotula; Seconded: Lizzy O'Shea.

Lizzy moved a procedural motion to discuss motions 8.2 and 8.3 as a block, as they relate to the same idea. **Motion carried unanimously.**

8.3 Motion: "That Council empower the EBA Team to negotiate an Administrative pay rise for 2015 at the wage offer rate in this paper on the condition that the Staff representative team provide an assurance that there will be no further wage claims for 2015."

Moved: Ashleigh Kotula; Seconded: Lizzy O'Shea.

Lizzy said that the EBA negotiations have been going on for a year. An agreement was reached on the conditions on the EBA, however this agreement related to pay. She noted that all parties are now comfortable with the conditions and the pay agreement; the Guild sought a low agreement, whereas the staff sought a high agreement. The agreement was:

3.75%

3.75%

4%

4%

(Over 4 years)

Tony added that the objective is to improve this 4-year agreement to support the strategic direction of the guild. He also added that the objectives of the agreement have been met. In addition, he said that the guild didn't achieve the exact starting point of the employer, but have managed to successfully negotiate. That is, the agreement has come down to an acceptable position. He also added that since he started as MD, the wage increments had been scaled back, and have been 3.5% in the last two years.

Aiden asked whether the staff would accept 4% over four years.

Tony replied by stating that the employer makes decisions after consultation and negotiation and then sends an agreement including an offer for a staff vote. Lizzy added that the staff's final offer was 4%, 4%, 4%, 4%, whereas the Guild's was lower and thus an agreement was reached. Wayne added that the wage agreement is above CPI, and is in the top quartile of wage payments to staff.

Aiden asked what is the point in having a four-year EBA?

Wayne answered this by stating that a four-year agreement ensures no one is able to retrospectively change the figures that were agreed to.

Aiden also asked in what sense is the agreement binding?

Tony replied by stating that it provides the EBA team with a significant amount of flexibility to aim for a 4-year objective, as well as significant budget certainty.

The motions were put. **Motion 8.2 and 8.3 were passed unanimously.**

Lizzy thanked Wayne for the years of service he has put into the Guild, as well as the significant contribution he has made.

- 8.4** That Council endorse the appointment of Tony Goodman to the position of Managing Director of the UWA Student Guild with immediate effect and that the Guild President and Managing Director will discuss KPI's in due course.

Moved: Lizzy O'Shea; Seconded: Ashleigh Kotula.

Lizzy explained through process by which the Guild chose the next MD. Firstly, Lizzy said that her and Tom Henderson decided to advertise externally. This was not due to a lack of faith in the organisation but to ensure that a large amount of applicants could apply. The Guild decided Tony was the most capable and had the benefit of significant guild experience. Lizzy also consulted with Jenny, and came to the agreement of a fixed term contract of four years. This will ensure that Tony receives job security, as well as ensuring that he can make some real change in the Guild.

Aiden sought clarification about the fixed term of Tony's contract.

Lizzy responded by stating that Tony's term starts immediately. She also added that Jenny is able to provide Aiden with details surrounding the transition between Wayne and Tony. Tony has been acting as the MD for the past month anyway, however he is officially switching roles as of tomorrow.

Lizzy also added that the Guild will advertise for two new director positions. The Guild will try to approve the new staff restructure by circular so we can hire those people as soon as possible (ideally before orientation)

Maddie added that Tony is the best candidate. He has a big background in change management, vast experience in events management, and she vests her full confidence in him. Lizzy added that Tony has a very competitive attitude towards the university, which is extremely important.

The motion was put. **Motion 8.4 passed unanimously.**

- 8.5** That Council appoints Kate Gillespie and Lucy Ballantyne as the Editors of Pelican Magazine 2015.

Moved: Lizzy O'Shea; Seconded: Ashleigh Kotula.

Lizzy said that the two applicants were the only applications received, however they were very impressive. The candidates had very extensive plans, they were going to look at some of the flaws in the paper and address distribution issues, website issues, apply for alumni grants, and will focus on Pelican culture. This is particularly important because in the past Pelican magazine has been very exclusive. They are also aiming to engage with regular freshers and get more people along. Both candidates had a significant commitment to the hob, taking time out of their work and study to do it. They also both edited Damsel.

An interview was conducted for 1.5 hours where the candidates had the opportunity to address how they saw the relationship between the Guild President and the editors, as well as how they could deal with potential conflicts that could arise.

Lizzy added that Lucy has been involved in a guild election in the past, and wondered whether this would be a conflict of interest. Lucy told Lizzy that she wouldn't have run in the election if she knew it could compromise her chances of being a Pelican editor. Lizzy said she's confident it wouldn't be a conflict of interest. Lizzy said that the Guild President can give special approve for someone who has been involved in an election. However, Lizzy would rather council approve it.

Aiden said that the regulations state an individual must have run in an election two or more years ago to be eligible for editor.

Maddie reassured him that Lucy ran in the guild elections over two years ago.

Lizzy decided to defer this motion and send it to the governance committee for feedback. The motion can then be approved via circular.

Maddie asked if the council could still appoint Kate as Editor?

Lizzy replied by saying that we have to appoint them together because their pay needs to be shared.

Tony said that from a commercial perspective, we need to come up with a solution because we are advertising pelican and we need it for orientation. The candidates applied with a joint application, and there are no other candidates.

Aiden added that the governance committee has no authority to approve this motion. However council may list her as the deputy editor so that it doesn't conflate regulations.

Lizzy responded by stating that the Guild will look at the wording and subsequently approve the motion by circular. Regardless, Lizzy will send an email to councillors letting them know what happens.

Aiden then said that councillors weren't told that these people were the candidates prior to the commencement of the council meeting.

Lizzy replied by saying that she wasn't in a position to circulate to pack prior to the council meeting. She added that it was possible for her to tell councillors that these people were the candidates, however it was not on the agenda for the council meeting.

Aiden stated that the regulations sit above guild council, and that if the regulations did not exist this issue would be negated but council cannot violate regulations.

8.6 That Council appoints the Memberships and Communications Manager as the Publisher and Manager of Pelican Magazine.

Moved: Lizzy O'Shea; Seconded: Ashleigh Kotula.

Lizzy moved a motion that Motion 8.6 be scrapped from the agenda, and replaced by:

That Council appoints the Creative and Projects Manager as the Manager of Pelican Magazine.

Moved: Lizzy O'Shea; Seconded: Ashleigh Kotula.

9.0 GENERAL BUSINESS

Lizzy moved a procedural motion that Motion 8.5 be deferred to the next meeting or be approved by circular.

10.0 CLOSE / NEXT MEETING

The next meeting is scheduled for Wednesday 21st January 2015 at 6.00pm – two weeks later than originally scheduled, as per the procedural motion moved at Guild Council. Please contact the Guild Secretary (secretary@guild.uwa.edu.au) with apologies or proxies. All office bearers will be available from 5.30pm. If unable to attend, please advise which dates you are available to reschedule if a quorum cannot be met.