

# POLICY PROPOSAL

Policy number 2016/17-6  
Passed on 8th December 2016 at policy round

TITLE: INCREASED PERFORMANCE REVIEWS FOR SU OFFICERS

PROPOSED BY: GEORGIANA HUNTER-COZENS

SECONDED BY: DANIEL MURILLO

*The policy proposal needs to be put forward by two people who have to be registered students at Bath*

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## INTRODUCTION

As it stands, SU Officers currently receive student feedback once during Semester 1 and twice during Semester 2 in the form of Review Panel. However, this feedback is only considered to be recommendations, and Officers are not required to undertake any suggested changes. Although this is not the only process which holds Officers to account, there are no processes to which officers are mandated to attend, or indeed any performance review or feedback that they must listen to. All current forms of reviews are simply recommendations, and there is no system in place to ensure officers maintain acceptable levels of job performance. This leaves very little ability to adjust an officer's performance if they will not listen to their students' review, other than the dire response of a vote of no confidence. Officers may also feel unsure of what the students are asking them, and so regular meetings to discuss their performances and actions will help not only them, but the students they are representing. We therefore believe that SU Officers should receive monthly performance reviews from their relevant executive chairs, and for the feedback given from the Review Panel to be considered an official performance review.

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## REASON FOR CHANGE

Considering .... (*facts*)

1. Officers are elected through a vote from the students, and represent the students
2. The Students' Union states that the Officers 'work for you' (the student) and are accountable to the student body
3. Review Panel only meets 3 times a year
4. Officers are not mandated to meet their executives

Bath Students' Union recognises that ...

1. If the Officers work for the students and are accountable to the students, then it should be within the power of the students to regularly review the Officers' job performances, and have this treated as a manager reviews their workers.
2. As the Review Panel meets only 3 times a year, the time between meetings is too long for the Officers to go unreviewed. While the Officers need time to incorporate recommendations, such a long gap with no review leaves little pressure to improve, or to acknowledge if they have. Indeed, they may not know how to improve.

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## THE PROPOSAL

Bath Students' Union will ... (actions)

1. Mandate monthly meetings between the SU Officers and their executive chairs, to review all areas of their performances and roles, and to work together to improve job performance if necessary.
2. Consider the feedback given by Review Panel to be an official performance review