



Staffing Advisory Group Report

There is no routine work to report at this meeting.

In November 2011 Mission Council remitted the SAG with a two-fold task of ensuring adequate interim Human Resources provision following the resignation of the Head of Human Resources and of secondly reviewing the overall church house management processes and procedures with a particular emphasis on the respective roles in the General Secretariat department which currently comprises the general secretary, the deputy general secretary and the head of human resources.

SAG has worked to develop with current human resources staff a matrix of work that needs to be undertaken and have identified those who hold key responsibilities against each task. With support from Carmilla Legarda, a senior person in the Methodist Church House SAG is satisfied that the temporary provisions now in place are adequate; although they require regular monitoring to ensure support is in place especially in the case of emergencies. SAG is grateful to Ruth Pullen, Human Resources Officer in particular for her cooperation and support in this period. Individual members of SAG are providing back up and support to Ruth.

As is clear from the agenda of this Mission Council there are many issues being discussed in different places that will impact on the nature and scope of the General Secretariat in Church House – budget, review of synod moderators, the ecumenical dimension to cite just three. SAG has wrestled with keeping within the bounds of the remit given to it by November's Mission Council and yet seeking to do the best piece of work possible for the future working of church house.

At this point SAG would ask Mission Council to be patient if the exercise takes longer than initially anticipated as it may be important for some other areas to become clearer first. An initial step is to consult with senior staff, synod moderators and others as to the model of church house that is most appropriate – asking 'What is church house for?' Only then does SAG believe will it become clear what the General Secretariat and wider management structures need to be to best serve that purpose. David Goodbourne, formerly of Luther King House in Manchester has been co-opted to help SAG in its reflective processes as the consultation proceeds.

However SAG is also aware that there are real issues and a need for clarity in lines of accountability and management in church house. The second term of reference in the paper 'Review of Church House Management processes' (Paper R November 2011) reads 'To consider the overall line management requirements of church house employees and post holders and ways in which these might be met'. SAG is hoping as a second interim measure to try and assess the number of direct reports and to see if these can be lessened for key staff. SAG hopes to work with church house and especially the current HR staff to provide training and support in matters of line management. SAG hopes to take this forward without having to wait for the final outcome of the full church house management review and trust that this will be acceptable to Mission Council.

Rowena Francis
Convenor SAG

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