

## University of Aberdeen

### Rules for the Nomination of Trade Union Members of Court

The composition of Court, in accordance with the Higher Education Governance (Scotland) Act 2016 provides for a member nominated by a trade union from among the academic staff of the University who are members of a branch of a trade union that has a connection with the institution; and one member nominated by a trade union from among the support staff of the University who are members of a branch of a trade union that has a connection with the institution.

As required by S 12 (2) of the Higher Education Governance (Scotland) Act 2016, the Court has agreed that the following process should be observed by those trade unions entitled to nominate to these positions on Court.

- 1) The nomination of an academic member of staff who is a member of a trade union shall be the responsibility of the local branch of the University & College Union, which shall make a nomination from within its own academic staff membership at the University.
- 2) The nomination of a member of support staff who is a member of a trade union shall be the responsibility of the local branches of the Unison and Unite trade unions, which shall make a single nomination from within its joint professional and support staff membership at the University.
- 3) It will be the responsibility of each trade union entitled to nominate to ensure it has appropriate processes and procedures in place to promote and invite nominations for membership of the Court and to determine its preferred candidate.
- 4) Following determination of its preferred candidate, all three trade unions shall agree upon the final nominations for each of the two positions on Court. In so doing, the trade unions shall have due regard to the principles of equality and diversity and, in particular, shall seek to achieve gender balance in the two nominations agreed.
- 5) The period of office of members of Court nominated by trade unions shall be three years commencing 1 August. A member nominated by a trade union who ceases either to be a member of the trade union or to be a member of staff of the University shall cease to be a member of the Court. Members will be eligible for re-nomination, subject to a limit of three periods of three years whether served continuously or not, and with a restriction preventing returning to serve on Court in another position after that maximum of period of office for a period of three years.
- 6) In the event of a casual vacancy arising in either nominated position, the trade unions responsible shall agree upon a new nomination as soon as practicable in accordance with the process set out above. The agreed nomination shall commence a new period of office. Where this falls at a time other than 1 August, in order to regulate the period of office, it shall be considered to have begun on 1 August preceding the date of the actual appointment where this is before 1 February and on the following 1 August where this falls on or after 1 February.
- 7) 'Alternate members' are not permitted at Court.
- 8) Members of Court nominated by trade unions shall be subject to the Court's terms and conditions of appointment, and regulate their conduct in accordance with the highest standards of governance, as set out in the University Court's Code of Conduct, adherence to which is part of the terms of the appointment of all members of Court. In addition, members are subject to the Charities and Trustee Investment (Scotland) Act 2005 which provides for circumstances under which an individual is disqualified from serving as a charity trustee and trade union nominated members will be required to confirm that they are not so disqualified as part of their terms and conditions of appointment. In accordance with the Higher Education Governance (Scotland) Act 2016 and the Scottish Code of Good HE Governance, a Policy and Procedure for the Removal of Members Court is in place to address circumstances where a member has materially breached their conditions of appointment.

Continues/

9) These rules may be amended by the Court subject to the consultation required under S12 (4) of the Higher Education Governance Act 2016 being undertaken.

Ends

Approved by Court on 27 June 2017