



**YORK ST JOHN
STUDENTS' UNION**

BYELAW 11: STAFF OF THE UNION

REVIEWED AND REVISED JULY 2016

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1. The Union shall be empowered to employ staff, who shall be responsible to the Chief Executive through an established management structure.
2. Staff who are not Full Members of the Union shall not participate in, or publicly express their personal views on, decisions of the Union. Staff who are Full Members of the Union shall not express their personal views on decisions of the Union whilst carrying out their duties, and shall not serve as members of any Committee responsible for their area of employment.
3. All matters relating to the responsibilities, conditions of employment, performance or conduct of individual members or groups of staff shall be the responsibility of the HR & Remuneration Committee and:
 - Shall be considered 'in camera';
 - Shall not be discussed at, or considered in, any other Committee, Senate, Zone, General Meeting or Referenda;
 - Shall not be mentioned in any Students' Union publication.
4. Any complaint or comment regarding any individual member or group of staff shall be directed to the relevant line manager, who will ensure that the matter is dealt with in accordance with the agreed grievance and disciplinary procedures.
5. Any complaint or comment of a member of staff regarding a member of the Union shall be raised through the management structure and dealt with in accordance with the Students' Union's procedures.