



University of East Anglia Students' Union

UEA50 October 2025

13/02/2026 - 16:00-18:00

LCR

Minutes

Useful Information

Useful Information

Code of Conduct

All students are members of the union, and so should behave appropriately in line with our Code of Conduct.

[Code of Conduct Complaints](#)

Articles of Association and Byelaws

The Union's governing document, the Articles of Association, and its rule book, the Byelaws, can be found online.

[Constitution](#)

Quorum

Business shall not be conducted by the UEA50 unless 50%+1 of voting members are present. In the case of the UEA50, this is 26 voting members.

Agenda

Author:	Elsa Mounayer
Status:	Complete
In attendance:	Magda de Soissons (Facilitator)- MD Elsa Mounayer (Staff support) Ayane Hida-Stringer (Staff support) Beth Plant (Staff support) Nicole Ajibade (Staff support) Kathryn Redfern (Staff support) Turaiya Lemard (Proposer)- TL Amjad Daher (Proposer) -AD 28 members of the UEA50, quoracy is reached (26 required).

001	MD welcomes attendees and performs soundcheck and housekeeping. Room waits for 5 minutes for any latecomers. MD introduces self and introduce the new system of the UEA50. She is acting as the facilitator only , encouraging conversation between the members of the UEA50 and will not be giving opinions in the discussions. MD encourages UEA50 members to treat each other kindly and fairly and be respectful in discussions with one another and reminds members that this is not a parliament-like discussion with two opposing sides, rather a discussion meeting to try and reach a consensus based on arguments and changes suggested by the attendees.
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<p>002</p>	<p>Practice proposal: Painting the LCR lime green – practise proposal</p> <p>Everyone splits into groups to discuss the fake proposal of “painting Union House lime green”. Each group was asked to discuss the topic in these small groups before the discussion in brought into the centre of the room and a consensus will be reached. Groups discussed arguments linked to the proposal, including sensory overload, exit signs and reasoning. MD then calls for a vote and all members voted against painting the LCR lime green.</p>
<p>003</p>	<p>Proposal 1: Student Officer Role Overview</p> <p>MD gives members a few minutes to read through the proposal and discuss them in groups. MD invites TL and AD to discuss their proposal and answer any questions.</p> <p>TL- The reason for this proposal is to do with cost-of-living crisis, there is a raise in loans, and we want to guarantee work hours for students, as they need to hold officers accountable and don't want SU volunteers in roles like PTO and convenors to work for free.</p> <p>AD- It's basically a system that helps hold officers accountable also. MD asks if anyone has a question.</p> <p>-An attendee asks why it would bring accountability, is there not accountability now with Part-time Officers?</p> <p>TL- FTOs are held accountable as full-time officers based on performance appraisals AD- It's the student body that holds us accountable. PTOs are now volunteering; if they get paid, they can be held more accountable. So, it's more about PTOs being held accountable rather than FTOs.</p> <p>-Attendee asks: Are we saying that by paying them they would be more accountable to do their jobs?</p> <p>TL- If we look at our numbers, most roles we currently have don't get filled, money would create an incentive for people to nominate themselves for these roles. AD- For the past years, we needed to hold by-elections to fill all 17 part-time officers, and not all the elected officers do their job. By streamlining the roles and paying them we're adding structure to the organisation and an increased accountability</p> <p>-Is it money that will bring accountability for officers or the job description?</p> <p>AD- It's not only about money but it's a very important aspect. If you run for one of these positions you would be passionate about it as well.</p> <p>-What about performance appraisals?</p> <p>TL Those would be done like any other job, staff performance plan AD- And manifestoes and projects that you promised students you would do. That's why students elected you and that's a key indicator.</p> <p>Another attendee mentioned being concerned about roles being condensed into less roles. How do you ensure there is representation?</p> <p>AD- We have 17 part-time officers, all of those positions are represented into the new roles still and it's easier to hold them accountable. Societies also play a role representing the smaller groups and we would like to use these communities more like other unis do.</p>

TL- Roles would then become more competitive between those students from different smaller groups. We have way too many officers compared with other SUs. When I ran my employability project I had way more input from a society rather than officers so let's not forget the importance of societies.

-Would sub-committees and officers represent people as well?

TL- In a way and ensuring there is no gap in representation as there are fewer positions to fill and more competition.

An attendee asked: How can we ensure that roles won't just keep on changing again and again?

AD- An example is UEA50, we restructured from Union Council and it's working way better now to represent students efficiently

TL- Now that we have UEA50 this is the best place to submit ideas and make sure we don't wait a long time

Attendee asks: did you do any research or surveys about why the change would happen and ask people what they think?

TL- Yes, this has been a conversation going on for a while, done by previous officers, and we've been in contact with James from Counter Culture who helped with the report.

AD- And we're working with UEA to see if that would align with their strategy and whether it would be achievable; so you know who to hold accountable. They pretty much agree. We compared with other universities where it happens, students and stakeholders.

TL- I asked other universities in SU conferences about their systems as well

-Attendee asks: How differently would PTOs get paid than FTOs and where is the money coming from?

TL- Money comes from the two FTOs' salaries that we're cutting out.

It goes to 20 students that are paid £12.71 which is the minimum wage, given to everyone who has the role even if they are aged less than 21.

-The total budget for salaries for officers, is it going to change?

AD- FTOs will still get paid the same, and the money from the two FTOs will be reallocated. The budget would be exactly the same.

-Attendee asks: Are school and faculty positions being kept as well?

TL- Those positions also not being filled but this is still being discussed

-Attendee asks: Are responsibilities being mapped over to make sure nothing is left behind?

TL- Under each FTO there are PTOs who work alongside it.

AD- EDI would take a few too

-Attendee asks: What is the timeline for transition to the new system, and will there be training provided for the relevant people?

AD- This would be the last year we have five FTOs. Change would start from next year and training would be provided by the SU Voice team.

-Attendee asks: What would happen if workload becomes too much for PTOs?

TL- You are students, so as students, studies are a priority, so anything you can't do would fall for FTOs to deal with. I used to work with SOCA's (Student of Colour

Ambassadors) and I didn't always do my maximum hours that I was allowed during a week but could do more the next if it was busier.

AD- You can divide your hours depending on how your week is. You control your own hours depending on what you promised students to do, etc.

TL- The good thing about being an officer is you have control over what to do, but if you need it, you also have the support of staff who are happy to help.

-Attendee asks: How many hours are done now by current officers?

AD- With PTOs it varies significantly, some work on a bunch of projects, and some don't have time to do much, so we're trying to even this out.

FTOs do 37.5 hours per week, we can work over this but then we relocate them from next week. PTOs do as much or as little as they want currently. Some do a lot of hours, some zero. If we pay them, we can make sure they are getting work done while also prioritising their academic duties.

TL- The most important point we have is about rewarding students for their time in a cost-of-living crisis.

-Attendee asks: If the paid PTO doesn't live up to the expectations, would taking their roles from them be more complicated? And replacing them?

AD- The roles we're introducing are very similar to the positions already existing, so same way for performance appraisal but also understanding that you're student. Let's say EDI Officer wasn't doing their job, you can go to them and tell them. If they are not doing that still then management in SU can get involved to make sure whether they are doing their job.

Attendee asks :If you promote it as job people might apply more so how would you choose these?

TL All positions are all elected by the students of UEA. You choose them based on who makes sense to you as it's a democratic system

Closing statement: We want to pay students to represent you and ensure representation. It's for you, not us, as benefit students but affects our current roles. Representation is staying the same just absorbed into these roles.

MD asks if anyone has more questions.

-An attendee asks: Does this paid system being more competitive introduce the risk of people buying votes?

MD explains from the Voice team perspective that Elections are held on a secure online system, and the election rules are very strict about bribery. If there were ever any complaints or issues please take that to the Voice team.

-An attendee states: I doubt someone would rig the election for minimum wage

An attendee asks: How will you know how many hours they're doing? Will there be a system for tracking their hours?

	<p>TL - I was a SOCA and there was a system where I would log my hours with the Voice team, so Voice will be monitoring with a similar system. The FTOs also meet with the CEO once a month to make sure we're doing our work.</p> <p>-Attendees ask: Are PTOs paid pro rata the FTO role? AD- You would give head up on what you will do and hours, so its £12.71 an hour.</p> <p>-Attendee states: Someone pressured me into voting for them by looking on their the phone. Anyway to prevent that? Like emphasising the rules.</p> <p>MD If you speak to Voice team it's in the Elections rules, if you speak to them at the end if you would like, any complaints can be brought to them.</p> <p>-Attendee states: You mentioned having less elections but if you fire someone you will need more elections to fill a role?</p> <p>TL - Because we're going from 17 to 8 PTOs. If we need a by-election, it'll be on a rare occasion and includes less positions so less work to organise.</p> <p>MD moves the group to a vote on the proposal.</p> <p>Vote: 27/28 approvals. Proposal passed without alteration.</p> <p>MD states there will be a small break, please come back in ten minutes.</p>
004	<p>Proposal 2: Establishment of a Part-Time Officer for CEES students</p> <p>MD states we're now moving on to the next proposal. The previous decision before the break affects this proposal. The conversation might now be what would best in the new system to support CEES students at the SU. Could be including it in EDI officer, work closer with the dedicated UEA department, could be included the work the SU does with the Access and Participation dept at UEA. MD asks if the group thinks this conversation would be useful by raising hands. Most students raised their hands as agreement. Groups were given time to think about how the SU can increase support for CEES students.</p> <p>-An attendee states: A space where CEES students could go to for advice, somewhere people usually ask parents. Like I know someone is struggling to get a guarantor. Majority of students agree.</p> <p>MD - We have advice team, is there specific support for those students? MD addressess this question to the Head of Advice, Kat Redfern, who is watching the meeting.</p> <p>KR- We have support for guarantors for anyone who has this issue.</p> <p>Attendee: These students have underrepresented their whole life and a lot more difficulties so why not make them a space here they can use.</p> <p>MD - The APP team has a specific department who can help with guarantor issues, but it might not be known about enough. The SU also has a very active peer support group.</p>

Attendee: Maybe those services can be better advertised

Attendee: I think we should ask the people actually affected what would be the most useful for them. Maybe a survey?

Attendee: In the new structure can the new communities officer and others like the EDI sit with the care team actively include them, having information go to them, rather than having an officer for that?

Attendee: Can people self-identify that they are CEES students at the beginning to flag that? That way they can reach out to them when they first join.

MD- I think the University has a way of reaching out to these students when they join UEA, but we can look into what the SU can do with this too.

MD Tell me if I summarised this right: a survey of CEES students to find out what be useful to implement for them in the SU from people with that lived experience, to have it included in the remit of the new EDI and communities officers, and putting active effort into proper advertising for peer support group and existing UEA department?

A raise of hands indicates yes, that is the consensus of the group.

MD moves the group to a vote on approving these alterations to the proposal in regards to the first proposal.

Vote: 28/28 Approved. Altered decision passes.

MD- Thank you for attending everyone.

Meeting dismissed.