

ADCS Interim Council

5 February 2007

Joint Presidents' Statement

1. It is our intention generally to alternate the chairing of Council meetings and for the non-chairing Joint President to make an introductory statement to meetings of Council.
2. On this first occasion, our statement is intended to set out the basis for the critical early months of the Joint Presidency and our general *modus operandi*.
3. We are absolutely clear that the new Association will be more than the sum of its parts. While we will learn from and incorporate the best practice of Confed and ADSS, the Association must have its own unique identity which we will work with the Council and the broader membership to articulate and promote.
4. We intend, as Joint Presidents, to take a deliberately up-front leadership rôle as the new Association takes shape. This will be moderated as the Association matures, but we believe strongly that proactive leadership is critical to the success during the early few months.
5. Staffing will continue as hitherto, with Confed staff having transferred under TUPE arrangements. We hope that Drew Clode will have capacity to be employed by ADCS for a proportion of his time, and that Mary Gillingham will be able to continue with the CIAG; both of these will require discussion both with the colleagues concerned and with ADSS/ADASS. We have discussed with the Executive Director our expectations for the new arrangements and will be keeping them under close review. We will be discussing with our Human Resources Consultant the future needs of the Association and hope to be in a position to make recommendations to the Council by April 2007. During this process we will of course be keeping our staff fully up to date as discussions develop. In the meantime, we will write to staff of the Association to reassure them that while we are seeking to develop a fit-for-purpose new staffing structure for the new Association, we are not rushing into systemic change.
6. We will jointly sign all major documents, whichever of us is the prime author. Press releases will similarly include both names, with the lead printed first. Individual letters will be individually signed on behalf of the Association. Where at all possible we will both attend key events.
7. Subject to other discussions, we would want Drew Clode and Chris Waterman to continue to deal with the press in their respective areas of expertise, but ensuring that each of them as well as Sarah Caton and members of the Interim Council are kept in the information loop. Until the new Policy Committees are in place, we will generally retain editorial control of press releases.

8. All invitations to speak or to attend conferences, and correspondence, should be routed through Sarah Caton in the first instance, who will determine how a response should be decided.
9. There will no doubt be many areas that will require further work. But we are optimistic that the new Association can and will start as it means to continue; effectively and professionally.

John Freeman and John Coughlan

Joint Presidents

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