



THE ANU OBSERVER

Agenda for Meeting of The ANU Observer Board Meeting

Date: **03/04/23**

Opening of meeting: 5:30pm

Item 1-Attendance

Present:

Will

Ryan

Richard

Eleanor

Hannah

Absent:

Item 2 - Acknowledgement of Country

By Hannah Farrow

Item 4 - Items for Decision

- *4.1 Make OGM date (three weeks from now, must be in week 12)*

The OGM will be on the 24th of May. The facebook notice will be posted tonight to in line with constitution (3 weeks notice + in semester 1)

All agreed, motion passed

- *4.2 Pay brought down from 2 weeks to 3 weeks*

Will: this is to reduce the period that Richard has to post the pay date from 3 to 2 weeks. Hannah will send a message to arbitration asking for permission for this tonight.

All agreed, motion passed

- *4.3 Should we make Board meetings fortnightly ?*

Team agreed, motion passed

Item 5 - Things to discuss

- *5.1 How to claim tax from allocated exec money*

Hannah: Do we have to claim tax on allowance money (not honoraria)



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Will: You definitely don't on honoraria, allowances are taxable.

Ryan: There are two types on the ATO website, assessable and non-assable.

Will: Maybe we should change the name from 'allowances' to 'honoraria' to prevent further confusion.

- 5.2 Update from Will Regarding new graphic recruits

Will: I put the advertisement out today.

Hannah: how many your are looking for

Will: 1

Ryan: Should you announce in a lecture

Will: I will put up posters

Hannah: will you train them

Will: I will teach them the aesthetic of Observer

Ryan: we should sacrifice a bit of quality so we can just get more people able to help you

Hannah: agreed

- 5.3 When is eleanor leaving?

Eleanor: possibly the Winter break or at the OGM.

- 5.4 News editor team to do hiring this week

Ryan: I have a great stack of applicants that we will be doing.

Hannah: Could I please have a date. As Ariane, Xanthe, Eleanor, Alice and Tess are leaving.

Ryan: We will try and send out these emails by the end of the week

- 5.6 70/30 split of honoraria allowances

All agreed that allowance should decrease from 80/20 to 70/30.

- 5.5 Honoraria

Richard: Arbitration used the 20%. The surplus pool is not guaranteed. They should have been using the 80/20 without the surplus.

Will: I have a couple issues, arbitration didnt their complete job of calculating their job. The turnout was 2 days, should be roughly for a week. Their reasonings were a bit average. They did not look at why people were nominated, they just looked at how



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many times people were nominated. The number 1 issue, is that already paid members should not be paid. The honoraria should not go to executive.

Eleanor: We should make it clearer, do not vote for the executive.

Ryan: We should not completely blame them holistically as we need to appoint more members.

Will: But they pay us, I am unsure as to why they paid us more

Ryan: The way we fix this problem is to appoint more arbitration members. That was seen in the board games society recommendation.

Eleanor: Should we do advertisements?

Will: Yes we should begin soon

- 5.6 *Conflict of Interests and arbitration*

Hannah: 3.5. *An apprehended conflict of interest occurs when a person may appear, to a reasonable person, to have an interest which may seem likely, to affect their action or judgement in their conduct as an Officer of Observer*

Hannah: 3.3.2. *Intimate relationships*

Eleanor: The financial issue is fair (of Darlene not getting paid enough). I would still be onboard with your issues regardless of whether you were dating.

Hannah: If you have a relationship at Observer, you must disclose it to arbitration.

Will: Will do.

5.7 *Visual and Editorial Team moving forward*

Ryan: there is a bit of a separation between the two teams. In order to make it more streamlined, we need to work on making it more connected.



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Eleanor: Even those who are guests, as for the majority and editors who are not involved, we dont know what goes on.

Will: i think its a difficult bridge to overcome

Eleanor: Isnt it meant to be a bridge of news and visual team ?

Will: No, the mission was to never to be a bridge, but it was to provide news. It was never to be a bridge.

Ryan: we risk running a separation between the podcast and editorial team.

Will: I think the problem is that the podcast itself falls into a gray zone. On paper, its an initiative from teh visual team but in reality its more of a combination of both the news team and the visual team.

Ryan: You see whats happening with the newsroom meeting, we cant have teams splitting off with no oversight.

Will: You are saying that you want to be aware, just like I'm aware of the newsteam meetings.

Eleanor: I think there are behind the scenes work, but it is still is a news thing.

Will: I disagree, its not a news team.

Hannah: we need more communications between the teams

Ryan: Any initiative at Observer, any officer should be available to join.

Will: There shoudnt be closed off, but I am hesitant to let anyone host the podcast

Eleanor: You could still have Darlen and Mckenzie, but it could be more like a positive voted for like new editors. I would compare hosts to editors, its a higher position.

Will: All the hosts do is rock up and read their lines.



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Ryan: I understand that it's your initiative, it can't be anyone's sole initiative. Anyone can contribute to any process of it.

Will: This speaks to a wider issue of if you do agree that, then what if visual teams members could write articles.

Ryan, Hannah, Eleanor: We all agree that would be incredible.

Eleanor: If the visual team is interested, they should write.

Will: honariara is more easily attained if people are going outside of their region. The podcast is not big enough to warrant its own team, it has a lot of crossover. Darlene handles preproduction and then I handle post production. And then we have guests.]

Eleanor: more people should be able to write scripts

Will: I disagree

Ryan: We are publicly funded, and we need to think about why we get this money. But when it comes to the structure of Observer, it's open so there's accountability. We can't have a team run by someone who's not an executive. I understand you've put this work into it, but the knowledge needs to be shared.

Eleanor: Any position is open for others

Ryan: You can't have positions that are closed off.

Will: The podcast needs to potentially be its own team. And make Darlene an executive position.

Ryan: We should have no further splitting. We have to think about why we have access to these resources. We have a constitution that's developed, we shouldn't keep having teams grow and separations of power.

Eleanor: At this state, the podcast is still a new thing. I understand why you'd want more control in creating it. It's understandable how when it's starting off you have control but eventually be a passing off controls.



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Ryan: We all hope that this will continue, however if a reporter asked to be involved.

Will: I am all onboard for anyone to join

Eleanor: It shouldn't be a separate team. It should be an integrated team, making it a separate team constitutionally as it's such a new thing.

Ryan: It would be good if editorial decisions, we need to start communicating more in the board chat.

Will: I think there's a lot of validity in increasing communication. It's a pretty solve, it's very different how to figure out two to let the teams to know what's going on, but the editors and myself, it's a very easy fix

Ryan: How are we going to move forward with the notion of having anyone being able to participate in what they want.

Eleanor: It's not that difficult to talk about the future plans of the podcast to increase participation.

Will: that would feed back into using the channel for the executives and the editoris

Eleanor: we don't know what's happening before in your training.

Hannah: (in discussion to Alex) Can they send the social media report to us too?

Will: Yes

Eleanor: Have you put out a graphic advertisement yet?

Will: Yes i did and no one applied

Eleanor: When i asked you about workshops for visual teams, and for graphics you said no too.

Ryan: have you got the time to retrain visual team members

Will: Yes



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Ryan: Is the time to rehire or train up

Will: Strategy is to do both. All the visual team members have expressed interest.

Eleanor: there is a huge issue that no one can make them except you. If you are making these workshops and photographs, I do think that the suggestion about having reporters and editors to know how to do the basics could be important

Will: I think its unfeasible due to the fact that none of the reporters have access to photoshop. I assume that they dont pay money when they are in that field. Anyone who expresses interest can join and learn.

Eleanor: I think its a massive issue that every issue that no one else has learnt in this time and that we havent received a report on what these training sessions are like.

Ryan: This is not about what you should have done, but more what you can do moving forward. We should focus on what we can do moving.

5.8 Elections in OGM

- Will occur in OGM

- *5.9 Getting rid of doubled up positions*

All agree that positions must be distributed in OGM.

6.0 Honoraria

Richard: We should get paid but there should be caps.

Eleanor: There should be a cap.

Hannah: Ill ask them to have a cap of 100\$

Richard: Just recieve it and then distribute

Close of meeting: 8.07pm by Hannah Farrow