

**JOINT UNION CONSULTATIVE AND NEGOTIATING COMMITTEE (JUCNC)**

Minutes of the meeting held on 24 January 2019 on the Jordanstown campus.

**Present:** Dr Linda Moore (UCU), Lindsay Dawe (UCU) Katharine Clarke (UCU), Judith Hough (UNITE), Richard Young (UNITE), Gareth Scott (UNITE), Craig Shilliday (UNITE), Niamh Lamond (Chief Operating Officer), Professor Ian Montgomery (PVC Global Engagement), Professor Paul Bartholomew (PVC Education), Professor Carol Curran (Executive Dean LHS), Paul Davidson (People and Culture), Damian McAlister (Director of People and Culture), Kelly McBride (People and Culture), Mark Latuske (People and Culture) Martin Garry (People and Culture).

**Apologies:** Rhonda Black (UNITE), Marianne Buick (UNISON).

**19.01** Mr McAlister opened the meeting by welcoming all in attendance and outlining the changes to membership, with senior academic staff attending this and future JUCNC meeting.

Due to time constraints it was agreed to take agenda items 4, 5 and 6 out of sequence.

**19.02 Sustainability Review and GBD.**

Sustainability Review

Mrs Lamond provided an update on the plans for the Sustainability Review. She advised that the Sustainability Review is a responsible approach to long-term planning and would help to protect jobs at the University. She advised that there will be an independent Chair of the review.

Dr Moore advised that UCU strongly objects to the Sustainability Review and do not believe that it is necessary or appropriate. Mr Scott also raised concerns, noting in particular the frequency of change initiatives at the University and the impact on staff morale.

Mr McAlister noted that communication and engagement would play a critical role in the review. Mrs Lamond noted that the University is keen to receive feedback and will work to achieve meaningful engagement with staff about the review. She suggested establishing a forum to discuss the review. Ms Clarke and Dr Moore stated that constant restructuring and the Sustainability Review are not welcomed by staff and indicated that at this point UCU did not intend to engage with the planning for the review or the forum. UNITE indicated that they would require further detail before deciding.

UCU stated that they would require guarantees of no further redundancies or changes to member's terms and conditions.

Mrs Lamond also referred to the financial accounts recently posted on the University website. She noted that the figures include non-cash adjustment to NILGOSC pension scheme which may give a misleading view of our financial health.

### GBD

Mrs Lamond then moved on to discuss progress with GBD and noted the recent Insight articles on key developments.

Mrs Lamond also outlined plans to bring vitality to the Jordanstown campus including new retail units, enhanced Wi-Fi, the UU Connect Student Service Centre and a improvements to the Students Union.

Professor Bartholomew also referred to the work on the 'sticky campus' project and outlined some of the initiatives being planned.

Mr Young noted that staff remained concerned about parking spaces for the Belfast campus.

Mrs Lamond left the meeting at this point to attend another engagement.

### **19.03 People and Culture Strategy**

Mr Latuske provided an update on the progress on the development of the People and Culture Strategy. He outlined the work to date and changes made following feedback received from campus events and SLT. He advised that SLT had given approval to review the 'values' outlined in the 5&50 strategic plan.

Mr McAlister advised that three year action plans would be produced for each of the seven theme in the strategy.

Mr McAlister also advised that the staff survey working group had reconvened.

Mr Latuske and Ms Hough left the meeting at this point to attend other engagements.

### **19.04 Brexit Readiness**

Professor Hutchinson, who chairs the Brexit readiness working group, joined the meeting via speaker phone.

Professor Hutchinson provided an update on progress but noted that the Brexit debate is very fluid and constantly changing. She spoke of the work on scenario planning, risk mitigation and priority actions.

She referred to the EU Settlement Scheme and the recent Insights article which included details on the University's decision to cover fees for staff and dependents using EU Settlement Scheme. She referred to potential impacts on PhD Researchers, Horizon 2020, Erasmus funding and EU student fees.

She advised that the working group intend to develop guidance for staff on issues such as banking, travel and driving permits.

Professor Montgomery spoke of potential impact on foreign students of the current uncertainty.

Mr McAlister agreed to keep JUCNC updated.

Professor Hutchinson left the meeting.

### **19.05 Minutes of meeting held 24 October 2018**

Professor Curran noted that she had forwarded her apologies for the meeting on 24 October 2018.

Mr Young asked for paragraph 18.01.03 to be rephrased. It was agreed for this to be reviewed and sent to Mr Young and Dr Moore for final agreement.

### **19.06 Matters arising from the minutes of 24 October 2018**

Mr McAlister ask that it be noted in the minutes that JUCNC congratulated Goretti Horgan for her recent appointment to Council. Mr Young and Dr Moore supported this and added UNITE and UCU's congratulations.

### **19.07 Three Stage Recruitment Trawling**

Mr Davidson presented the background to the proposal to cease three stage recruitment and outlined the three options under consideration.

UNITE indicated that it strongly objected to the proposal and the three option under consideration.

UCU indicated that they were seeking their member's views and would provide a written response.

It was agreed to defer discussion until the next meeting of JUCNC.

Dr Moore left the meeting at this point to attend another engagement.

### **19.08 Facilities Time**

Mr McAlister indicated that he wished to consider enhancing the 'back-fill' arrangement for senior trade union representatives. He advised that Mr Davidson will bring a proposal to both unions.

Mrs Clarke advised she would discuss with Branch Committee and seek views from colleagues across the UK to support the review.

### **19.09 Update on Industrial Tribunal Review**

Mr McAlister noted that work is continuing on the review and he plans to bring the report to the unions as soon as practicable.

### **19.10 On-going Restructuring**

Mr Davidson provided an update on progress with the PS5&50, noting that ISD and Campus Life have commenced their restructuring.

### **19.11 Review of Academic Promotions Scheme**

Mr Davidson outlined progress with the review of the academic promotion scheme, indicating that there will be an in-depth engagement with UCU over the next few months on the early draft.

### **19.12 Casual/Temporary contracts**

UCU asked for an update report on casual contracts by gender, contract type, full-time, part-time and campus location. Mr Davidson agreed to progress this matter.

### **19.13 AOB**

At this point most members had to leave to attend other engagements. Mr Young indicated that he did have some AOB but agreed to discuss these separately with Mr Davidson.

The meeting ended.