

**UCU Executive Committee, 3 March 2015, AG05, 1230-1400**  
**Minutes (status draft)**

**Attendance**

Member	02/09/201	26/09/201	07/10/201	04/11/201	02/12/201	06/01/201	03/02/201	03/03/15
Keith Simpson (KS)	P	P	P	P	P	P	P	P
Chris Flood (CF)	P			P	A	A	P	P
John Saunders (JS)	P	P	P	A	P	P	P	A
Swetha Bobba (SB)	P	P	P	A		P	A	
Andrew Lack (AL)	P	P	-	-	-	-	-	-
Greg Wellington (GW)	P	P	P	A	P	A	A	P
Morris Pamplin (MP)	P	P	P	P	P	P	P	P
Rebecca Lewis (RL)	A	P	P	P	P	P	P	P
Suzanne Reece (SR)								-
Jon Eilenberg (JE)			P			P	A	P
Aljosha Schapals (AS)		-	-	-	-	-	-	-
Olivia Fox (OF)	A	A	P	P	P	P	P	A
Rachel Cohen (RC)	P	A	P	P	P	P	P	P
Alison Macfarlane (AM)	P	P	P	P	P	P	P	P
Leon Cuthbertson (LC)	P		P	P	P	P	P	P
Chantal Hill (CH)	P	A		P	A	A	A	P
Grietje Baars (GB)	A		P	A				
Hayley McBain (HM)								A

**1 Apologies**

Apologies received from JS, OF, HM

**2 Minutes of last meeting**

These were approved. Matters arising:

**REF Analysis** MP sent revised summary of our branch's REF feedback to UCU National. KS noted that HR had sent a comment regarding a typo in the February newsletter. To be corrected in the next newsletter.

**Congress** RC, MP confirmed they could attend. SB has also confirmed by email she can attend. Committee approved sending RC and MP as delegates with SB as an observer.

### **3 Academic role profiles and promotions policy**

KS has distributed to the committee some examples of problems arising from the current academic promotions policy. This should have been discussed at the last meeting with HR but this meeting has not been held since the original dates were not convenient and an alternative date suggestion has been withheld by HR. Instead, it is not to be discussed until next meeting on April 7<sup>th</sup>.

Many members are dissatisfied with the new promotions procedure, and numerous appeals underway from the previous promotions round. The new policy has removed all appeals procedures. RC reported that under the new policy external assessors are required for every promotion. CH noted the system does not fit all disciplines especially practice-based e.g. Journalism.

These matters are on the agenda for JCNB on 16<sup>th</sup> March. MP KS OF and CF (agreed during meeting as JS cannot attend) as UCU delegates.

**Action: MP to request CF is added as a delegate and request cover as required**

**Action: MP to organise 9am pre-meet on 16<sup>th</sup> March**

**Action: RC to draft a paper for JCNB outlining questions to ask on the AQRM policy**

### **4 Researchers' terms and conditions**

AM raised the issue of unfairness regarding implementation of terms and conditions for researchers and fixed term staff. Examples of staff being told not to apply for permanent posts even when eligible because funding would not be available.

Researchers' terms and conditions should have been negotiated after those of permanent staff but implementation of both remains delayed.

**Action: Rory, AM and HM to meet to review terms and conditions for researchers to assess what remains unimplemented and to write a report for April Exec.**

KS reported an issue related to research students. The Students' Union has not proposed a nomination for Senate.

**KS to send JE a paper for comment.**

### **5 ACAS**

In view of discussion over points 3 and 4 KS recommends returning to ACAS as relationships between unions and HR have not improved. He has written to the regional officials and awaits a response.

### **6 Bank account signatories**

SW presented the need to review signatories on the branch's bank account. Committee approved KS, JS, MP, SW and Michael Chesworth as signatories. It was noted signatories should be members of staff.

**Action: SW to contact signatories to fill in forms**

Michael Chesworth and SW to retain access to the online account.

## **7 HESC report**

Report by KS and RL. The HESC on 24<sup>th</sup> February was only 2 hours. Not all motions were spoken to, with 5 not covered at all, but amendments and composite motions for some others.

Most motions were critical of the NEC and USS negotiators. All motions that were heard were lost, some closely. Had they succeeded however, the timing of the conference meant their impact would have been limited anyway. Michael MacNeill spoke at the start, advocating the conference as a forum for debate. Sally Hunt was present but did not contribute.

Prompted by the conference and discussions about the future, KS would like to investigate working with Steve Haberman and other academics regarding how to address the fact that USS is now inferior to other schemes e.g. TPS.

## **8 Upcoming events**

MP reported a new branch member has volunteered to attend Organising for Sustainability in April and May and he has written to her to welcome her to the branch and confirm her attendance.

RC had intended to propose sending motions to conference but timescale will not allow this. However, the committee is to consider proposing amendments to relevant motions on the following:

- A UCU position on use of recruitment consultants in HE as damaging to equality
- Initiatives to encourage skills sharing in UCU, to enable members to take advantage of others' research interests, professional skills etc.

## **9 Recruitment**

GW reported that he, MP and Jess Nye had held a stall on 13<sup>th</sup> February. CH suggested co-ordinating these to coincide with school events. SASS school meeting takes place on Weds 11<sup>th</sup> March.

**Action: CH to coordinate pop-up recruitment event for 11<sup>th</sup> March.**

KS requested looking at pop-up banners for use at such events. LC uses them at Cass.

**Action: LC to send MP and KS details of suppliers for pop-up banners.**

MP reported newly-formed recruitment and comms group meets on Weds 4<sup>th</sup> March.

## **10 Any other business**

JE reported that many SASS PhD students signed a letter to university management about the conditions of cleaning staff and JE used this as a good opportunity to promote membership of the union. LC offered to link up with the Cass Research Students' society, recently created, as a good forum for publicising the union.

CH has finished reps training and offered to help with the case load at the branch.

**Action: MP to re-circulate details of upcoming reps training to the committee.**

RL asked how to formally arrange cover to attend union events/training. KS confirmed that management are required to release committee members for this and they should email MP to ask for this to be arranged with HR.

**Action: all to email MP with details of any training they find which they would like to attend.**

KS reported he and MP had held two meetings with MCSE staff regarding proposed restructure of the school. Pre-emptive contact with staff and a chance to formulate counter-proposals before the unions are faced with *fait accompli* proposals and plans for redundancies.

**Action: KS to contact Roger Crouch requesting a meeting this week.**

KS reported on a case which has highlighted City's lack of a policy regarding domestic violence. HR have not yet responded to a request to set up a meeting on this matter.

**Action: KS to circulate to the committee a draft communication to HR.**

**Action: RL to contribute resources to this.**

KS raised issue of internal management training being facilitated by law firm Eversheds. James Bryan has agreed to a meeting on the question of why training on internal procedures is being run by external consultants.

KS noted that the results of the Pulse survey are now being distributed to staff and results show a slight improvement in responses regarding confidence in management of schools and professional services but still low confidence in senior management.