

# UCU Executive Committee, 7 June 2016, AG02, 1300-1430

## Minutes (status draft)

### Attendance

Member	01/09/15	06/10/15	03/11/15	01/12/15	05/01/16	02/02/16	01/03/16	05/04/16	03/05/16	07/06/16
Keith Simpson (KS)	P	P	P	P	P	P	A	P	P	P
Chris Flood (CF)	P	P	P	P	P	P	P	A	P	P
Rebecca Lewis (RL)	A	P	P	P	A	P	P	P	P	P
Morris Pamplin (MP)	P	P	P	P	P	P	P	P	P	P
Greg Wellington (GW)	P	P	P	A		P	P	P	P	P
John Saunders (JS)	P	A	P	A	A	A				P
Chantal Hill (CH)	A	P	A	A	P	A	A	P	A	A
Martin Chivers (MC)	A	A	P	P	P	P	P	P	A	P
Grietje Baars (GB)	P									
Rachel Cohen (RC)	P	A	P	A	P	P	P	A	A	P
Alison Macfarlane (AM)	A	P	P	P	P	P	P	A	P	A
Leon Cuthbertson (LC)	P	A	P	P	P	P	P	P	P	P
Hayley McBain (HM)	A	P	P	A		A	A	A	A	A
Swetha Bobba (SB)	A		A							

### 1 Apologies

Apologies received from AM and CH.

### 2 Minutes of last meeting

#### Item 7

MP confirmed he had replied to Rory Fitzgerald with the committee's decision regarding the branch's support for the City University for EU group.

JS queried whether motions would be accepted for the evening's AGM.

**Action: MP to check branch rules regarding emergency motions.**

#### Item 5

MP noted the public meeting at London Met this evening. The branch committee had sent a message of solidarity to the UCU branch there.

## **Item 9**

Noting that the Alternative White Paper had been published, supported by the Council for the Defence of British Universities, UCU and the Campaign for the Public University, RC suggested a branch meeting on this topic.

**Action: RC and RL to organise.**

## **3 Congress report**

MC and RL reported on Congress. With 4 committee members attending in different capacities, City was noted as a well-represented branch.

Key issues discussed included Prevent, NHS bursary cuts and attacks on healthcare professionals (CF spoke to a motion), and cuts and redundancies at London Met which City supported.

Pay: there was debate over what action to take in the next phase of the campaign.

Pensions: there was debate over whether retired members should have been able to vote on USS. An enquiry was launched into clarifying the roles of retired members.

A motion proposing model branch rules which Congress rejected in 2015 was passed this year.

RL found it useful to see how UCU policy is formed and to put faces to names from the activists' list.

## **4 Professional Services Review update and JCNB report**

MP gave a report on progress on the Professional Services planning round.

Phase 1 consultations in LEaD, IS, Finance and the Library were still ongoing with no specified end dates, a reversal of the original situation in which the unions had been pressing for the consultations to be kept open.

After initial meetings with PSDs in each service and consultation meetings with staff in the services, no further meetings had been organised in phase 1 except for a follow up meeting with the acting Director of LEaD which MP organised.

Requests for meetings with the PSDs in PAF and SAS had been ignored by HR.

Phase 2 included DARO, Marketing & Communications and HR. The DARO consultation had initially been held up as a good example but a meeting with the PSD the following week, not attended by HR, had been disastrous. The PSD made new proposals which placed more members of staff at risk, contravening the university's principles for redundancy avoidance. The unions raised objections to the proposals and to his announcement that consultation was over.

An initial meeting had been held with the HR PSD and with staff in the service. The proposals in HR were anomalous in that the service emerged from the consultation with more staff. The PSD asserted that all other PSDs had had the opportunity to bid for budgets to recruit more staff and had not done so.

There was no news on the Marketing & Communications consultation. LC shared a report from Finance that one of the at-risk staff had already left with redundancy.

JCNB in May had been given over entirely to discussion of the consultations. The unions had given thorough feedback on the process and the standard of consultation documents produced by the PSDs and HR. Following this a meeting with a sub-set of Strategy and Planning Board had been convened; this meeting took place on 1 June and consisted mainly of a re-presentation of the university's financial plan.

## **5 Research & Enterprise Office update**

KS gave an update on the R&E restructure which was running concurrently with phase 1 of the Professional Services consultations.

The work was beginning to come to a conclusion. Most of the substantive work on the consultation had been done by KS and Simon Cain. It was noted that the proposals increased the net amount of staff but the process had been difficult.

MC reported that the restructure had been raised at the VC's roadshows with academics unaware of what was planned.

RC questioned whether the university should be ready for similar cut exercises every year given that the process was entitled the 'annual' professional services planning round. From the meeting with SPB members we had learned that the current round of cuts to professional services accounted for only 25% of the plans to make a £9m surplus next financial year. This was to go towards expansion with new buildings, new programmes and more students; other universities in London were pursuing similar strategies. There was little objection to the plans from Council who had given their support to the 'quality-constrained growth' strategy.

## **6 Industrial action review and planning**

KS had noticed that the strike had not featured in the VC's most recent update which normally downplays the impact of industrial action.

RC reported on debate at congress regarding industrial action in the summer. An emergency motion had been submitted proposing no action over the summer. UCU's head of bargaining had proposed a motion for 1 day's action in June or July and 1 in August. The compromise was for 1 day in June or July and no strike but alternative action to be taken in August.

Branches had been asked to send head office their chosen date for action in June/July. KS proposed that the branch recommended co-ordinating with the probable NUT strike. The meeting agreed this. RC noted that we will need to approach this day differently to the previous strike days as fewer staff will be at work in July.

GW reported that staff had been asked to confirm if they would be on strike in coming months.

**Action: GW to forward request.**

## **7 AGM and 2016-17 committee**

MP ran through the list of nominations for the 2016-17 committee. The only vacancy was for the Membership Secretary. There were nominations for all other posts.

The AGM was due to take place that evening and MP asked all committee members to arrive early to help set up if possible.

## 8 Any other business

JS gave a report on recent Health and Safety inspections.

### Health & Safety

- There have been a number of staff complaints/concerns regarding excessive temperatures in offices in the last month. The results of one inspection have been taken up with PAF. Please inform JS of any other issues
- Three inspections and two H&S departmental committees attended and some relatively minor issues pursued
- The next JH&SCC (the rare occasions when management consults the unions to discuss H&S) was scheduled on a strike day. JS requested a change of date
- There is at last movement on the external lift at Myddelton; a replacement is due in June to July

### USS

JS attended the UCU-USS-Share Action meeting at UCL on Monday evening. This covered responsible investment of our USS pension funds focussing on Climate Change. Approximately one hundred members attended. The four main officers of USS made presentations followed by five UCU members working in this area. There was a useful dialogue and agreement to hold future meetings. In 2001 USS was a leading pension fund for ethical, responsible, environmental and climate change activities. While this continues JS believed there has been a reduction in activity although USS would not agree.

### VLs "Are you hourly paid" leaflet

<https://www.ucu.org.uk/media/5628/Hourly-paid-staff-leaflet/pdf/uc>

JS to try and get copies for distribution at meetings. It is relevant to the current dispute.

MP reported that Pam Parker, acting Director of LEaD, had requested a meeting to discuss plans to incorporate questions about peer observation into the academic staff appraisal.

**Action: MP to add to ERSG agenda and invite Pam Parker.**

GW noted that the university had distanced itself from an academic conference entitled "Love and Sex with Robots" because of concern over the title and subject of the conference. There were concerns over academic freedom and who had made the decision.