

UCU Executive Committee, 07 July 2015, D427 1300-1430
Minutes (status draft)

Attendance

Member	02/09/2014	26/09/2014	07/10/2014	04/11/2014	02/12/2014	06/01/2015	03/02/2015	03/03/2015	14/04/2015	15/05/2015	02/06/2015	07/07/2015
Keith Simpson (KS)	P	P	P	P	P	P	P	P	P	P	A	P
Chris Flood (CF)	P			P	A	A	P	P	P	A	P	P
John Saunders (JS)	P	P	P	A	P	P	P	A	P	A	P	P
Swetha Bobba (SB)	P	P	P	A		P	A		P	A	P	
Andrew Lack (AL)	P	P	-	-	-	-	-	-	-	-	-	-
Greg Wellington (GW)	P	P	P	A	P	A	A	P	P	P	P	A
Morris Pamplin (MP)	P	P	P	P	P	P	P	P	P	P	P	P
Rebecca Lewis (RL)	A	P	P	P	P	P	P	P	P	P	P	P
Suzanne Reece (SR)								-	-	-	-	-
Jon Eilenberg (JE)			P			P	A	P	P		A	
Aljosha Schapals (AS)		-	-	-	-	-	-	-	-	-	-	-
Olivia Fox (OF)	A	A	P	P	P	P	P	A	A	P	A	P
Rachel Cohen (RC)	P	A	P	P	P	P	P	P	A	A	P	P
Alison Macfarlane (AM)	P	P	P	P	P	P	P	P	P	P	P	P
Leon Cuthbertson (LC)	P		P	P	P	P	P	P	P	P	P	
Chantal Hill (CH)	P	A		P	A	A	A	P	A	A	P	A
Grietje Baars (GB)	A		P	A								
Hayley McBain								A	A		A	P

1 Apologies

Apologies received from GW and CH.

2 Minutes of last meeting

In item 10 "RC" changed to "AM".

In item 10 JS corrected the way his comment had been minuted.

Minutes were approved as amended. Matters arising:

- RC requested an update on ARQM. KS recommended further action after Senate where it was tabled for discussion the day after Exec, 8th July.
- MP and RC to complete blog post reporting on Congress.
- KS thanked Olivia Fox for several years' hard work and commitment on the committee.
- KS welcomed Martin Chivers to the committee.

3 CSDO restructure

MP gave an update on plans to restructure CSDO within Student & Academic Services. The Director of CSDO post to be disestablished but no plans to flow through or redeploy the individual covering some of the work. There was an initial consultation meeting with the unions on 24th June, and a meeting between the CSDO staff and management on 29th June. The second consultation meeting was scheduled for later on 7th July.

KS noted the background to the restructure with the breakup of Services for Students in PSR and the fact that management had initially not planned to even consult on the proposed restructure. The principles to avoid redundancy during restructures are not being followed.

4 PAF consultation

KS gave an update on the plans to change the shift patterns of maintenance staff in PAF. After an initial consultation meeting with the unions in March, there was no further dialogue and PAF management went ahead with their plans without engaging with the staff or unions. Despite a counter-proposal submitted by the unions on behalf of the staff, a letter signed by all the affected staff in opposition to the changes, and an email sent by the staff detailing their concerns after the consultation period concluded, HR and the PAF management refused to admit that staff were not happy with the proposed changes.

5 Academic contracts and role profiles

MP updated the committee on a meeting with David Bolton and Simon Cain regarding proposals to introduce a new education-only contract for academics. DB stated the proposal was to introduce this as an option for new recruits only, as a way to improve the research intensity score in the next REF. Despite this promise academics have already reported plans in schools to move existing staff onto education-only contracts.

CF added there was no evidence produced on the effect the plan would have had on the concluded REF.

KS highlighted the effect that new education-only contracts would have on staff. Teaching loads would be huge. Staff would not be able to produce any research of any type or level without applying for a new post.

RC noted the plans in the Education and Student Strategy for research-led teaching and pointed out the inconsistencies with education-only roles and contracts.

JS identified what is really meant by "research" in research and education contracts - only 3* and 4* research is valued and no support or facility is given for research for professional journals or other responsibilities such as clinical practice. All staff should be encouraged to engage in any work to

progress their career and education-only contracts will not allow new staff to develop and build towards 3* and 4* research. RC also recommended new contracts should be opposed.

MC reported that in some departments those with prior research are already being given preferential decisions regarding sabbaticals.

There was discussion over the separate implementation of academic role profiles, ARQM, and now new academic contracts, when these issues should all have been addressed together with the input of staff and the unions.

6 Date of JCNB

Due to absences HR had requested postponing JCNB scheduled for 20th July. Suggested dates were 11th or 12th August. Greg Barnett not being able to make either date the UCU proposed to the other unions securing a date the following week (MC also noted the week of the 10th August was Clearing Week).

Action: MP to reschedule JCNB for week beginning 17th August.

7 Prevent Strategy Guidance

MP distributed the UCU's circular giving guidance to branches on the government's Prevent Strategy.

8 VC's Open House

This is scheduled for 21st July. MP and KS noted importance of a good turn out. JS suggested co-ordinating questions for UCU members to ask.

Action: MP to co-ordinate a leaflet to distribute on the day.

Action: MP to arrange a pre-meet.

9 Unitemps for research staff recruitment

MP reported on the last informal meeting with HR where this was raised and HR stated their position that Unitemps should not be used for recruitment of staff of any kind, while this had happened they did not condone it now. OF and HM noted that their departments do however have temporary research staff recruited through Unitemps, and are still advised to go through the agency for recruitment of this type.

Action: MP to confirm with HR their position as stated at the last informal.

Update: CF has written to HR requesting an update.

Action: MP to ask members for any information on cases in which they have used or been advised to use Unitemps for staff recruitment.

10 Any other business

MP reported the news roundup email to staff after the last committee had been well received by members and planned to do the same every month.

Action: MP to co-ordinate members of the committee to contribute.

MP noted the news that the Economics department is not to move to Cass.

MP noted KS's email regarding changes in Law. KS reported there is the possibility Law will be moved from Grays Inn Place and the lease on the building will be given up to the rival institution the Inns College of Advocacy, and City Law School is likely to lose the BPTC.