

## UCU Executive Committee, 6 December 2016, AG05, 13:00 – 14:30

### Minutes (status draft)

#### Attendance

Member	20/09/16	04/10/16	01/11/16	06/12/16
Rebecca Lewis (RL)	P	P	P	P
Keith Simpson (KS)	A	P	A	P
Chris Flood (CF)	P	P	A	P
Morris Pamplin (MP)	P	P	P	A
Martin Chivers (MC)	P	P	P	P
Greg Wellington (GW)	P	P	P	P
John Saunders (JS)	P	P	P	
Chantal Hill (CH)	A	P	P	A
Lorna Ryan (LR)	A	A	P	P
Sadie Wickwar (SW)	P	P	P	P
Alison Macfarlane (AM)	P	P	P	P
Leon Cuthbertson (LC)	P		A	P
Holly Powell-Jones (HPJ)	P	A	P	A
Rachel Cohen (RC)	A	A	P	P

#### 1 Apologies

Apologies from MP AND HPJ

#### 2 Minutes of the last meeting

RL updated committee over Solidas dispute. Actions covered on agenda, minutes agreed.

#### 3 Meeting timings

RL suggested meetings to be an hour as people couldn't stay for whole hour, items would have timings, to keep off topic chatter to a minimum, and to remit some items to the discussion time in the 30minutes directly after hour session.

#### 4 Meetings with President and Council

RL discussed both presidents meeting with unions and council meeting. Agenda from unions was modified but brought dropped items back in discussions, LLW and TU relations big discussion points.

Was amicable and suggest of termly. Council more sober and vision and strategy, equalities and outsourced staff their discussions. Brexit, relations and LLW ours. SW felt it went well from TU and big attack on Athena Swan if a tick box exercise.

GW noted a member was cautioned by marketing over personal Twitter.

## **5 Prevent and Tier 4**

MC asked for next steps over Prevent but also Tier 4 to be agreed. LR thought suggested letter was good start. RC and LR briefed committee on action Andrew Jones and Ethics committee were supposed to be taking, but still no papers. RC suggested requesting policies, GW noted death of colleague had stalled things.

**ACTION: Prevent papers to be requested at Equality Committee and Senate.**

**ACTION: LR to request a papers at ethics committee.**

KS and MC discussed targeting of Tier 4 students by admin owing to staff shortages, academics having to do this work. KS, RC and GW discussed where work should fall, breach of trust with students, and how to resist this work where possible.

**ACTION: Seek clarification over Tier 4 roles and responsibilities in contracts.**

## **6 Student and Academic Services**

RL discussed new restructure of S&AS. Roles not being back filled, Michelle Preston leaving, and no consultation. GW noted staff very unhappy and impact to students experience massively.

**ACTION: Papers to be circulated.**

## **7 Annual leave comparison and campaign**

MC presented research around grade matching, London weighting, and terms and conditions. Discussed clear split between grades at UCL, QMUL, and UoL and that when benchmarking everything but job descriptions were open to public. CUL staff less expensive, more work in roles. RC noted ambiguities in working days for academics and when they take holidays. CF noted cover as not organised by managers. LC suggested move to LSE model with no email contact outside of term time (students to academics) and Friday's off for research. To be built into Annual Leave campaign.

**ACTION: MC to circulate the documents.**

## **8 Dubai**

LC agreed to remit items 8 and 9 to next meeting. More work over Dubai and there is an equality issue. Monkey chimp to compile a list to let expelled remove themselves.

## **9 Staff Emails List**

Remitted.

## **10 Academic appraisals dos us group report**

CF discussed robustly trashing the appraisals system with alternatives and evidence. O&D were receptive but no timeframe given. Stefan NAME requested a written report. SW had raised it not being linked to AS as action plan suggested, asked if teaching staff, or research staff also included.

## 11 SHS workloads

SW discussed workload questionnaire going out in health and purpose was unclear, CF called a non Union staff meeting which was well received. Outcome was some staff asked to do more work, and one immediately got a new job and has left. LR noted that there is a danger will stop researchers offering to teaching within department to boost profile.

**ACTION: CF to lead workload meeting with SHS with committee members to attend.**

**ACTION: RC to suggest SASS workload meeting.**

## 12 Equality conference

Remitted

## 13 Recruitment

RL noted recruitment drive had given 4 new members. LR and RC discussed how fruitful knocking on doors and handing out lanyards was.

**ACTION: Dates and times for another door knocking round to be suggested.**

## 14 AOB

PhD students Laura and Jess briefed committee about PhD students being moved to Unitemps owing to HR not being able to cope, presentation of senate shortly. KS and RC listed the following issues: pay rates not mapped, excluded from unions, workers not employees, 0 hour contracts, quality issues, student feedback lines of reporting, termination of contracts during a module, lien management issues. LC stated Cass was moving to PhD students leading modules.

**ACTION: Opposing at senate.**

**ACTION: joint Union and SU response opposing this with the risks around Quality, Reputation, Continuity.**

**ACTION: Meeting after senate on next steps.**

LR grilled Andrew Jones at the Open House about the surplus and there was very little response. Good to wear Union items at these events.