

**UCU Executive Committee, 3 May 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
Keith Simpson (KS)	P	P	P	P	P	P	A	P	P
Chris Flood (CF)	P	P	P	P	P	P	P	A	P
Rebecca Lewis (RL)	A	P	P	P	A	P	P	P	P
Morris Pamplin (MP)	P	P	P	P	P	P	P	P	P
Greg Wellington (GW)	P	P	P	A		P	P	P	P
John Saunders (JS)	P	A	P	A	A	A			
Chantal Hill (CH)	A	P	A	A	P	A	A	P	A
Martin Chivers (MC)	A	A	P	P	P	P	P	P	A
Grietje Baars (GB)	P								
Rachel Cohen (RC)	P	A	P	A	P	P	P	A	A
Alison Macfarlane (AM)	A	P	P	P	P	P	P	A	P
Leon Cuthbertson (LC)	P	A	P	P	P	P	P	P	P
Hayley McBain (HM)	A	P	P	A		A	A	A	A
Swetha Bobba (SB)	A		A						

**1 Apologies**

Apologies received from RC, MC, CH, HM.

The Committee Exec welcomed Holly Powell-Jones, PhD student in Sociology and UCU member, as an observer.

**2 Minutes of Last Meeting**

No matters arising.

**3 Professional Services Planning Round and All-staff Meeting Report**

MP gave an update on the consultations running in phase 1 (LEaD, Library, IS, Finance). The consultation processes were in disarray with no agreement on start or end date of consultation periods. Staff were receiving mixed messages from HR and managers with some managers advising staff that HR had told them consultations concluded on 4<sup>th</sup> May. Had this been the case, some affected staff would have had 1-2 days of meaningful consultation out of a 30-day period.

KS noted that Council was due to meet on Friday and the unions should lobby their meeting to make clear to Council members that the University's Recognition Agreement with the Trade Unions was being disregarded. He had written to the University Secretary and was due to meet with him to ask whether he had been informed of the University's intention to start redundancy procedures.

**Action: MP/KS to organise Lobby of Council and prepare a leaflet to hand to Council attendees.**

#### **4 Research and Enterprise Office Consultation**

KS updated the committee on the consultation for the restructure of the Research and Enterprise Office (R&E). While it actually creates jobs to consultation process there were significant ongoing problems with the consultation.

Two-thirds of staff in R&E had written to KS with concerns and questions about the proposals and the consultation process. It had become apparent that the Schools had not been consulted on the restructure plans until the previous week, and Deans were not aware of the proposals. KS had been meeting with affected and at-risk staff and had secured a meeting with HR and the Professional Service Director for the Friday following Exec.

**Action: MP and RL to review R&E papers and attend the meeting on Friday with KS.**

#### **5 London Region Meeting Report**

MP gave an update on London Region which met on 23 April.

- The claim for 2016/17 had been submitted and following the employers' inadequate offer of 1% on all spine points, UCU was balloting for strike action.
- MP gave a branch report at the HE sector meeting on City's proposal for budget cuts in 2016/17 to fund new investment, and in more positive news of the branch's success in prompting the university to offer 3 scholarships for refugees next year.
- There were new developments at London Met where 4 of the UCU Organising Committee were up for compulsory redundancy.

#### **6 Vision and Strategy Roadshows**

KS highlighted the importance of all members attending the vision and strategy roadshows organised by the VC and the Strategy and Planning Unit. These were a rare opportunity to give the VC feedback and to make views heard.

It is claimed that 1,142 staff had engaged with the new strategy and vision. KS queried how this figure had been arrived at - it implied over 1,000 different individuals had attended sessions.

It was unclear how feedback from the sessions had been collated. Union reps' pilot vision and strategy discussion session had been summarised by HR as "Participants were generally very positive about working at City". This description did not reflect the discussion at the session attended by reps from the unions.

The timing of the current round of roadshows was unhelpful with staff in some professional services having their roadshow in the same week as commencing their consultation period over proposed redundancies. MP and KS had pointed out to members of the Strategy and Planning Board that the

current redundancy consultations were part of the vision and strategy and this was offensive to staff. Some staff in phase 2 of the redundancy consultation did not yet know they would be placed at risk because of the new vision and strategy and the financial plan it is based on.

## **7 City University, EU and the EU referendum**

Rory Fitzgerald had asked the Committee to consider signing up to the City University London for EU group (<http://eureferendum.wix.com/cityforeu>).

The Committee was not able to decide to take a position without a democratic mandate. It was recommended that Rory submit a motion to the AGM.

## **8 AGM and 2016/17 Committee**

MP gave a summary of arrangements so far for the AGM on 7 June.

Nominations were open for any role on the committee. KS would be stepping down as President and RL would be standing to replace him.

GW confirmed he would be standing as Treasurer and there would be a vacancy for the role of Membership Secretary.

LC suggested it would be useful to have an online list summarising positions to be updated as nominations come in.

### **Action for MP.**

KS welcomed Holly Powell-Jones to the meeting. Holly is a PhD research student in Sociology and a trade union activist.

Holly's work with a student colleague, Laura Thompson, to build a student network for fair treatment of research students, was encouraging. They were already working to highlight research students' positions and campaigning for fair pay and training for all students involved in teaching. They were engaged with the Fighting Against Casualisation in Education (FACE) network. There were wide variations between different Schools in workload, payment and working/studying conditions. Laura had run a survey with over 100 responses from research students which highlighted the extent of these issues.

Holly announced she would stand for the position of Postgraduate Research Students Rep in 2016/17 and Laura as Research Students Rep on the City Students' Union Committee.

## **9 Any Other Business**

KS noted Goldsmiths College UCU's publication of a "Gold Paper", a counter to the Government's HE Green Paper. There was an urgent need to focus attention on the City vision and strategy and encourage staff to counter it. Without challenge or alternatives the vision and strategy would be approved.

### **Action: MP to write to members to ask for volunteers.**

LC and RC noted that the organisation that awards Athena SWAN also awards a race equality charter. There were rumours that the university would apply for this charter in 2016/17.

CF reported he had met with students from the Bursary or Bust campaign at City including a rep from the SU Midwifery Society and there were good opportunities for working with students on campaigns.

MP reported that MC had been co-opted onto the UCU LGBT Standing Committee and would attend Congress for the Committee.