

**UNITE JOINT NEGOTIATING COMMITTEE (JNC)**

**Minutes of meeting held on Monday 9 November 2020.** Meeting held via Skype under Covid-19 restrictions.

**PRESENT**

Damian McAlister (People & Culture); Paul Davidson (People & Culture); Mark Latuske (People & Culture). Richard Young (UNITE); Paul Agnew (UNITE); Judith Hough (UNITE); Gareth Scott (UNITE); Rhonda Black (UNITE).

**APOLOGIES**

John Mulholland (UNITE); Ivor McAleese (UNITE).

**IN ATTENDANCE**

Christine Irwin (People & Culture) and Geoff Gillan (People & Culture).

**20.17 WELCOME & ADMIN**

Mr Davidson chaired the meeting as Mr McAlister advised that he had to leave the meeting at 3pm.

**20.18 ACCURACY OF THE MINUTES OF 12 May 2020.**

Minutes accepted as an accurate.

**20.19 Matters arising**

*20.19:01 Pre-retirement and Mid-Career Planning*

Mr Latuske advised People and Culture are in conversation with Business in the Community about pre-retirement and mid-career planning courses. Mr Latuske advised that he would ask his colleague Karan Green to discuss with union colleagues. Unite welcomed this development

Mr Young indicated that there may be a need to better promote the opportunities for phased/flexible retirement.

Mr Young also noted that retiring during the pandemic presented particular challenges, in that staff do not have the opportunity to properly say goodbye to their colleagues. Mr McAlister advised that he personally writes to all staff retiring to thank them for their service on behalf of the University, but agreed with Mr Young in relation to the importance of local/departmental thanks and acknowledgement.

*20.19.02 Technician's Charter*

On behalf of Mr McAuley, Mr Davidson updated JNC on progress with the Technician's Charter. In particular he noted that a Working Group of technicians has been established and a two-year plan is being developed. Unite asked to record their thanks to Mr McAuley for his work on the Charter. It was agreed that Mr McAuley should be invited to a future meeting to provide a further update.

## **20:20 Facilities Time**

Mr McAlister advised that the University are keen for Unite to take up the offer of 50% backfill for a trade union representative. Unite confirmed that they wish to avail of the backfill but were exploring how best to do this. It was agreed that further discussions will take place outside JNC.

Mr Davidson to meet with Mr Agnew to discuss the Unite position for GBD, which can also be supported by backfill.

## **20.21 Signing in and Out of Campus**

Unite raised some concerns in relation to sign-in arrangements for some staff working on campus. They advised that some members were concerned that this could be used to micro-manage and check on attendance and timekeeping.

Mr McAlister confirmed that signing in arrangements are not in place to check on timekeeping, rather they are to help ensure the safety of staff given the low numbers on campus.

It was agreed that this could be discussed further at the HSW Committee on 10 November 2020.

## **20.22 Update on Restructure**

### *20.22.01 ISD Restructuring*

Unite indicated that their members have expressed concerns regarding progress with the restructuring and in particular progress with the 'hub and spoke' posts. Mr Davidson advised that he has met with Mr Taglietti (CDIO) and Mr Taglietti is keen to meet with the unions to discuss their concerns and to outline his vision for ISD. People and Culture to arrange the meeting.

### *20.22.02 Estates Services*

Unite requested an update on the restructuring of Estates Services. Mr Davidson advised that the Department intend to put a proposal to SLT with a view to opening the consultation in early December 2020.

## **20.23 Continuation of working from home.**

Unite indicated that high level guidance is required to ensure that when staff come on to campus they only stay for as long as is necessary and not necessarily their normal working day. They also indicated that further guidance and support is necessary in relation to situations where staff have to take equipment home to facilitate homeworking. It was agreed that this should be progressed at HSW Committee as it impacts on all unions.

## **20.24 Valuing Voices**

Mr Latuske updated JNC on the development of actions arising from the Valuing Voices survey. He advised that one of the themes emerging from the survey related to creating opportunities for staff to connect with each other. An initiative to be known as 'Well-Connected' is being developed.

**20.25 AOB**

Unite requested that recent changes to the People and Culture website be looked at again as some key features seem to have been removed e.g. list of People Partners. People and Culture to review.

**Meeting ended 16:06**