

Unconfirmed

ULSTER UNIVERSITY

UNITE - JOINT NEGOTIATING COMMITTEE (JNC)

Minutes of the meeting held on 12 February 2019 in room 8H08 on the Jordanstown Campus.

Present: Mr Richard Young, Mr John Mulholland, Mr Craig Shilliday, Mr Martin Garry, Mr Damian McAlister, Mr Gillen (Mr Gillen attended for agenda items 4 & 5 only) and Christine Irwin (attended for agenda item 5 only)

Apologies: Mr Paul Davidson Mr Gareth Scott, Mr Mark Latuske, Ms Judith Hough, Ms Rhonda Black

19.01 The Wellbeing Strategy

This agenda item was proposed by Management and Mr Gillen provided an update on work completed to date including discussion at the Health, Safety and Wellbeing Committee, he outlined plans for upcoming campus conversations. He explained the 5 priorities and the World Health Organisation definition of Wellbeing. Mr Young said he would encourage members to attend.

Discussion took place about financial health and Mr McAlister explained the need to support staff experiencing financial crisis and overall improve working lives. There was agreement of the need to offer more than the legal minimum and develop plans to support all employees.

19.02 Health and Wellbeing Survey in AHSS

Mr McAlister introduced the pilot survey results explaining these had been shared with UCU. Mr Young enquired of work undertaken by UCU and the staff survey working group. Ms Irwin explained this work was included in the results.

Mr Gillen presented the survey results. He explained the 6 areas of Health & Safety Executive Management standards. He explained the survey took place between 24 October and 14 November with responses received from 229 participants. He showed graphs with results broken down to School and identifying areas of concern. He outlined HSE advice to help tackle issues. Discussion arose around culture, line management, empowering staff and driving correct behaviours.

Mr McAlister outlined the next stage would be to share results with employees, provide communication and run facilitated workshops to develop action plans. He suggested forming steering groups involving staff, union representatives and management.

Mr Gillen and Ms Irwin left the meeting

19.03 Minutes of the meeting held on 11 December 2018.

A request for reference to ISD in paragraph 18.18.02 to be removed, this was agreed and minutes approved.

19.04 Matters arising from the Minutes of 11 December 2018

Mr Shilliday referred to paragraph 18.19 saying Mr Scott had written to Mr Davidson about Planon and noted a reply was not yet received. Mr Mulholland spoke of a lack of communication and Mr Young asked if the tracking issue had been resolved. Mr Mulholland said he didn't know. Mr McAlister reiterated that the device would not be used for tracking purposes and asked for any outstanding issues to be sent to him and he would discuss with Mr Doherty.

Mr McAlister referred to 18.25 the Technician Commitment Scheme indicating this would be considered when forming staff development planning.

Mr McAlister provided an update on DAR review referred to in 18.26 and indicated there would be further update in early summer.

19.05 Council Conflict of Interests

Mr Young spoke of discrimination in preventing Trade Union officials from applying for Council. Mr McAlister said he had not had the opportunity to discuss ahead of a communication released in October. He said guidance provided in 2005 needed reviewed and he felt no-one should be excluded from applying. He had written to Mr Mullan to emphasise that no-one should be excluded.

19.06 PS5&50

Mr McAlister advised Mr Davidson would write to Unite and provide an update and asked Unite to reply if clarification was required.

19.07 Transition arrangements in the Partnerships and Services Division

Mr McAlister provided an update on People & Culture restructuring due to be completed by 31 March. He explained the new Resourcing "centre of expertise", Systems Analytics and Reward and Employee Relations sections. He outlined the broader Departmental changes.

19.08 Review of Redundancy Policy and long term FTC's

Mr McAlister formally signalled to Unite the intention to review the Redundancy Policy and the level of VR payments to fixed term contract staff. Unite said they were willing to discuss but did not want any staff member to suffer detriment and would like long service recognised.

Meeting ended