

UNITE JOINT NEGOTIATING COMMITTEE (JNC)

Notes of meeting held on 7 May 2021

Present: Damian McAlister (People & Culture); Paul Davidson (People & Culture); Mark Latuske (People & Culture); Tina Gallagher (People & Culture); Kathryn Wills (People & Culture); Richard Young (UNITE); Paul Agnew (UNITE); Billy Scampton (UNITE); Judith Hough (UNITE); Gareth Scott (UNITE); Christine Irwin (People & Culture)

Attending: Brian McAuley (Director of Faculty Operations Life & Health Sciences); Roisin Cowan (People & Culture)

Apologies: none

Format: Meeting held via Microsoft Teams.

21.08 Welcome & Housekeeping

Mr McAlister welcomed all to the meeting.

As Mr McAuley was attending for agenda item 4 item, and an additional agenda item added in relation to Health Sciences (deferred from a previous meeting) it was agreed that the meeting would start with these items.

21.09 Health Sciences

Mr McAuley advised that the Faculty recognises the particular challenges for clerical and technical staff related to the relocation and is committed to supporting the staff.

Mr Young confirmed UNITE's position:

- i. once someone's role is 'at risk', UNITE consider that they should get access to the re-deployment register immediately.
- ii. where someone is undecided about a move, they should get access to the register
- iii. roles could be filled in a temporary capacity

Mr McAuley advised:

- i. he intends to review provision across Health Sciences, Sports and Nursing No posts will be lost, there is a need for additional Technical staff
- ii. 1-1s will be initiated with staff. Interview training and support is in place.
- iii. At this stage he does not anticipate any job losses. Paper going to SLT, will be shared with the Unions.

Broad discussion followed on a range of issues including:

- Technicians role in timetabling.

- The importance of the technician role in the student experience.
- Staff who are at risk of redundancy being offered one to one meetings and support with training.
- Staff can request a redundancy quote from P&C

Mr McAuley advised that he is committed to continue to consult with UNITE on these issues.

21.10 Technicians Commitment Scheme

This agenda item was proposed by UNITE.

- Mr McAuley provided an update. While there have been some delays the aim is to convene the first meeting of the Technician Commitment Group within the next few weeks.
- Mr McAlister advised that he would be happy to Chair the first meeting
- UNITE thanked Mr McAuley for his work on the Technician Commitment and the University's decision to sign the Commitment.

Unite requested that Mr McAuley attend JNC regularly, to provide updates. Mr McAlister to speak with Mr Davidson and Mr Latuske to consider broadening JNC attendee list for other relevant colleagues to be included.

21.11 Apprenticeships

Ms Gallagher and Mrs Cowan presented a paper on apprenticeships. The paper was intended to progress discussions on apprenticeships at previous JNCs.

The paper included three options:

Option One – introducing some fixed term, supernumerary apprenticeship posts and training individuals but with no guarantee of ongoing employment once the apprenticeship has been completed.

Option Two –filling new posts (additional to the current structure) as apprenticeships initially with the guarantee of a permanent post (at the appropriate Technician grade) at the end of the training period.

Option Three – considering all new or replacement posts with the potential to fill as apprenticeships initially with the guarantee of a permanent post (at the appropriate Technician grade) at the end of the training period, depending on the availability of the already skilled workers in the job market.

UNITE confirmed their support for apprenticeships. Discussion followed on the merits of the three options presented. UNITE to confirm which option they would prefer.

21.12 ACCURACY OF THE MINUTES OF 18 JANUARY 2021.

Stuart Christy attended as Unite Equality Representative.

No further amendments required

21.13 UNITE FACILITIES TIME

Mr Young's backfill of 0.5FTE is not yet in place. Ms Gallagher to follow this up with the Faculty.

21.14 Tech and Crafts Staff - GBD Move

This agenda item was proposed by UNITE

UNITE raised the following:

- i. Some Technicians are concerned that they are being asked to pack and carry equipment in preparation for the move to GBD.
- ii. Crafts staff are concerned about putting their personal tools in packing crates.
- iii. The provision of heavy duty lockable cabinets and lockers for PPE. This relates to H&S.

It was agreed that these issues will be progressed at the GBD trade union forum.

21.15 AOB:

No further items raised.

Meeting Ended 15:15

Next meeting scheduled for 13 September 2021