

NOTES OF MEETING - UCU JOINT NEGOTIATING COMMITTEE (JNC)

Date: 19 May 2022

Present: Damian McAlister (People & Culture); Paul Davidson (People & Culture); Mark Latuske (People & Culture); Paddy Mackel (UCU); Linda Moore (UCU); Adrian Grant (UCU).

In Attendance: Christine Irwin (People & Culture).

Apologies: Tina Gallagher (People & Culture); Kathryn Wills (People & Culture); Aisling O'Beirn (UCU).

Format: Meeting held via Microsoft Teams.

22.13 Welcome and Housekeeping

Mr McAlister welcomed all to the meeting.

22.14 Minutes of JNC 10 February 2022

The draft minutes of the JNC, 10 February 2022, were confirmed as accurate.

22.15 Matters arising

Bilingual Policy (refers to minute 22.07) – Mr McAlister noted that the meeting scheduled to discuss the Bilingual Policy was postponed and another meeting would be arranged. UCU said that the University has a social responsibility to normalise Irish language use. Mr McAlister advised that the University would work with QUB and all interested stakeholders in a shared approach to embrace the language.

22:10 Casualisation. Mr McAlister advised that 118 jobs are at various stages of recruitment, and a further 180 posts for which the recruitment process is just about to start. A meeting is arranged for 27 May to discuss casualisation arising from UCU's Head of Claim.. UCU raised concerns in relation to the hourly rate of pay for recently advertised roles in Student Wellbeing. Mr Davidson to discuss with Student Wellbeing.

22.12.1Library: Mr McAlister noted that Janet Peden had written to UCU to update them on the Library Restructure.

22.16 Agenda items – discussion

General discussion took place regarding the format of policy consultations, and it was noted that the unions have requested receiving papers in advance, using the example of the VC's presentation ahead of it being delivered which had impacted their ability to respond. This is to be discussed at the Policy sub-committee meeting.

22:16 Grievance procedures

Discussion took place regarding the questioning of witnesses by a complainant. UCU are of the view that this is appropriate, but management believe this would be adversarial in nature.

Mr McAlister said that he would write formally to UCU with the University's position.

11:30 The meeting took a 5-minute break .

22.17 Academic promotions – part time staff

UCU raised issues with the academic promotions scheme which had been highlighted to them through an individual case. UCU advised of a lack of clarity in how applicant strengths are assessed, and concerns that the promotions assessment panel was unable to demonstrate how they arrived at their decisions. UCU advised that they are opposed to the current policy which makes differences for staff in full and part-time roles in their access to promotion.

Management did not agree with this suggestion as applicants build their narrative in an employment context, assessment is made in the round and factors such as part time working are considered.

UCU suggested that a welcome statement be added, to encourage and recognise part-time staff in their application. Mr Davidson agreed that this could be added. UCU said that they would consider the re-drafted wording.

22.18 Timetabling

UCU raised concerns about timetabling and upset caused to their members.

Mr McAlister advised that a GBD Trade Union Forum next week would be attended by the Deputy VC, Professor Seawright, who would be happy to discuss. Mr McAlister said that a broader conversation around workload and the academic calendar was required.

Mr McAlister to ask Odette Hutchinson to attend next week's GBD TU forum .

12:11 – Mr McAlister left the meeting.

22.19 AOB

Management raised concerns at the lack of detail provided re a number of standing agenda items. UCU advised that casualisation should be retained as a standing agenda item at JNC rather than being considered under matters arising. Any associated sub items would be raised by UCU, in advance of the meeting.

It was agreed that Restructure should no longer be a standing agenda item at JNC, but will be a standing agenda item at JUCNC, apart from where UCU staff category only, are affected.

Meeting ended 12:20