



JOINT CONSULTATIVE NEGOTIATING COMMITTEE

Friday 23rd April 2021

Summary Minutes

PRESENT:

Fiona Ryland (FR)	Vice President (Operations) (Chair)
Matthew Blain (MB)	Executive Director of Human Resources
Chloe Milano	Director of Employee Relations, Policy and Planning
Lorren Rea (LR)	Head of Employment Policy
Diane Brazant (DB)	Employment Policy Administrator (note-taker)
Laura Tomson (LT)	Senior Employment Policy Advisor

UNISON:

Jacqueline Sheehan (JS)	Joint Branch Secretary
Jo Tapper (JT)	H&S Workplace Representative & Women's Officer

UNITE:

David Ladd (DL)	Branch Secretary
Andy Murray (AM)	Regional Officer

UCU:

Sean Wallis (SW)	President
Tony Brown (TB)	Secretary
Andy Young (AY)	Regional Officer
Holly Smith (HS)	Joint Vice President

- 1. Matters arising from the Minutes from 15 March 2021 meeting**
- 1.1 A meeting was set up for the Trade Unions to provide comments on the Future of Work at UCL.**
- 1.3 Institute of Education (IoE) staff TUPE transfer**
UCU raised concerns regarding the scheduling of TUPE consultation meetings. UCU queried which staff are in scope and whether there are other options for these staff. It was agreed all the points raised would be investigated.
- 1.4 Consideration of redeployment options for IoE ITE staff.**
The TU's were advised that redeployment is not an appropriate option for staff affected by TUPE.
- 1.5 ISD were provided the TU feedback on the ISD change proposal, as part of the consultation.**
- 1.6 The Unions requested a temporary increase in their allocated Facilities time;**
UCU – 2.05 FTE; UNISON 1.5 FTE; UNITE 1.5 FTE. This was agreed, subject to Financial Approval.

Items for Discussion

2. Terms of Reference

A subcommittee will be set up to agree JCNC Terms of Reference. In the interim, it was agreed that agenda items with an explanation should be submitted a week prior to meetings, to ensure they can be considered and relevant people invited to the discussion. Reducing the frequency of JCNC back to the usual schedule will be discussed at the next meeting.

3. ISD Restructure – feedback on the process

The timing on when to share change proposals with stakeholders was discussed. For the ISD restructure, feedback had been sought from stakeholders as part of the consultation process, which has led to a better outcome.

4. PUBLISHING JCNC MINUTES

All agreed with the suggestion at the last meeting to publish an abbreviated summary of JCNC meetings on the UCL website.

5. NOTIFICATION PROCEDURE OF TRADE UNION REPS AND RECORDING TIME OFF

It was proposed that a structured process is implemented, whereby the TUs inform UCL HR when a new TU rep is appointed, and their manager's contact details. HR could then email the line manager with relevant information, such as permissible time-off for TU duties.

It was agreed HR Policy would circulate a draft procedure and the TUs would provide comments.

UNION ITEMS:

6. CLARITY ON TERM THREE TEACHING

Future communications will advise that most staff will not be required to return to work on site until the 21st June, if they can work from home. UCL will continue to follow the Government guidelines and advice.

7. OFFICAL DEVELOPMENT ASSISTANCE UKRI FUNDING CUTS

UCL has made available £2M, which has bought time to understand UCL's position and to support staff who are affected. The implications of the funding cuts were discussed. All agreed that there needs to be a consideration of the options going forward and a joint effort is required to challenge the cuts.