



JOINT CONSULTATIVE NEGOTIATING COMMITTEE

Monday 12th July 2021

Summary Minutes

PRESENT:

Fiona Ryland (FR)	Vice President (Operations) (Chair)
Matthew Blain (MB)	Executive Director of Human Resources
Chloe Milano (CM)	Director of Employee Relations, Policy and Planning
Lorren Rea (LR)	Head of Employment Policy
Claire Rowlinson (CR)	Head of HR, BEAMS and VP Research
Laura Tomson (LT)	HR Employment Policy Manager (note-taker)
Louiza Charalambous (LC)	Administrative Support Worker (note-taker)
Joyce Bill (JB)	Interim Chief Financial Officer
Norbert Pachler (NP)	Pro-Vice-Provost (Digital Education)

UNISON:

Jo Tapper (JT)	H&S Workplace Representative & Women's Officer
Sam Ferman (SF)	Area Organiser
Rosie Hardy (RH)	Joint Branch Chair
Rachel Hadi-Talab (RH-T)	Joint Health and Safety Officer

UNITE:

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

UCU:

Sean Wallis (SW)	President
Saladin Meckled-Garcia (SM-G)	Vice-President
Tony Brown (TB)	Secretary
Andy Young (AY)	Regional Officer

Items for Discussion

1. FINANCE UPDATE

A financial update was given.

2. AUDIO AND VIDEO RECORDINGS OF EDUCATIONAL ACTIVITIES

It was agreed that an Academic Impact statement would be added to the paper on audio and video recordings of educational activities before it is submitted to Academic Board.

3. JULY 19TH COVID PROTOCOLS

Any changes announced by the Government will be reflected in UCL's updated guidance. It was discussed that social distancing and limits on capacity will be removed; however, some measures will remain e.g. face masks. UCL will also continue to have a testing centre. The furlough scheme will remain until the 30th September 2021.

UNION ITEMS

4. UPDATE ON THE "RESEARCHER PROMISE"

The "Researcher Promise" has been created after looking at researchers through the lens of the [Teaching Concordat](#). HR is working with the RSIG People subgroup who are looking at the career pathways of researchers. Another piece of work is reviewing the career pathways and development of technicians.

5. BARTLETT SCHOOL OF ARCHITECTURE

A review will be conducted to ensure consistent practices occur across UCL regarding the implementation of the Teaching Concordat.

6. GREATER FLEXIBILITY ON UCL'S CORE HOURS (10AM - 4PM)

Clarity was provided that core hours relate to the scheduling of meetings between 10am-4pm and not to staff work patterns. The core hours are designed to support those with caring responsibilities attend key meetings.

7. POSTGRADUATE TA CONTRACTS FOR 2021-22

Calculation of FTE and fractional annual leave

UCU proposed an alternative calculation to work out the FTE and ensure annual leave is paid.

Code of Practice, Employment, UniTemps and promotion

It was suggested that the career pathway of PGTAs that have completed their studies should be explored. UCU suggested the formation of a working group to look into this.

8. USE OF GRADING PROCEDURE

UCU suggested there should be an appeal process for the grading of jobs that are part of an organisational change exercise.

9. DATE OF NEXT MEETING:

Monday 20th September 2.15-3.45pm, Microsoft Teams Meeting