



JOINT CONSULTATIVE NEGOTIATING COMMITTEE

Monday 13th June 2022
Microsoft Teams Meeting

MINUTES SUMMARY

Present:

Fiona Ryland (FR)	Vice President (Operations) (Chair)
Donna Dalrymple (DD)	Interim Chief People Officer
Rebecca Edwards (RE)	Director of Employee Relations
Audrey Fenwick (AF)	Senior Management Accountant
Charles Marson (CM)	Professor of Organic Chemistry
Brandon Scott	HR Employment Policy Administrator (note-taker)
Anthony Smith	Vice Provost of Faculty
Laura Tomson	HR Employment Policy Manager

UNISON:

Jo Tapper (JT)	Joint Branch Secretary and Joint H&S Officer
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UNITE:

David Ladd (DL)	Branch Secretary
Andy Murray (AM)	Unite Regional Officer
Richard Newton (RN)	Branch Chair

UCU:

Sean Wallis (SW)	President
Tony Brown (TB)	Secretary
Andy Young (AY)	UCU Regional Officer

Apologies

Lorren Rea (LR)	Head of Employment Policy
Sam Ferman (SF)	Area Organiser
Jacqueline Sheehan (JS)	Joint Branch Secretary

1. MINUTES AND ACTIONS

The minutes from the last meeting were agreed.

2. FUTURE OF WORK

Charles Marson (HR Business Partner) outlined the key changes to UCL's current approach towards the amount of time Professional Services staff will be required on campus. This will be identified using an activity-based approach.

3. FINANCE UPDATE

A financial update was given.

4. STATUTORY FACILITY TIME

Management met with the Trade Union Representatives and reached an agreement in principle about the use and storing of TU data.

It was agreed Trade Union Representatives would submit time-off data for the 2021/22 return.

5. UPDATE ON RECOGNITION AGREEMENT

Management met and discussed the Statutory Facility Time returns. An update on actions were sent to the Trade Union Representatives.

6. UPDATE ON PGTA PROJECT

The Continuous Improvement team have undertaken a comprehensive listening exercise, working with Departments, PGTA's and HR. The project showed that UCL is using the right types of contracts, but the organisation can provide clarifications with the PGTA Code of Practice (CoP) and associated guidance.

UCU indicated they would prefer that staff are issued Averaged Hours Contracts rather than Guaranteed Minimum Hours contracts. Management clarified that If the Average Hour contracts are used, they must not span long periods of non-work as this has implications for Tax, right to work and ensuring staff are paid in a timely manner for work.

7. LONDON ALLOWANCE

The unions have collectively submitted a London Allowance pay claim to UCL, in addition to claims to other employers.

Action: Management confirmed they received this and will schedule a meeting ahead of the next JCNC meeting to discuss.

8. USS BENEFIT IMPROVEMENT – DIVERSION OF DEFICIT RECOVERY CONTRIBUTIONS INTO PENSION BENEFITS

UCU called on UCL to take a leading role in making the case for UUK to join with UCU to enact a rule that permits changes in scheme benefits between USS valuations.

9. AOB

UCU has stated that guidance has been issued regarding lecture recording, as in the current planning document it says that lectures should be recorded because the students want it. As

this is not always the case, it should be an academic decision where political and other forms of sensitivities are involved.

Action: Management will look into the matter and respond.

UNITE raised concerns regarding the Bartlett School report, calling on UCL to provide a solution, as this tarnishes the reputation of the university.

Action: The Bartlett is implementing a range of actions that have arisen from the report, and the Trade Union Representatives have been briefed ahead, with a follow-up meeting scheduled for June 14th 2022.