



## JOINT CONSULTATIVE NEGOTIATING COMMITTEE

**Monday 14<sup>th</sup> March 2022**  
**Microsoft Teams Meeting**

### MINUTES

#### Present:

Fiona Ryland (FR)	Vice President (Operations) (Chair)
Matthew Blain (MB)	Chief People Officer
Chloe Milano (CM)	Director of Employee Relations, Policy and Planning
Lorren Rea (LR)	Head of Employment Policy
Brandon Scott	HR Employment Policy Administrator (note-taker)
Elizabeth Francis (EF)	Director of Financial Planning and Analysis
Laura Tomson	HR Employment Policy Manager

#### UNISON:

Jo Tapper (JT)	Joint Branch Secretary and Joint H&S Officer
Sam Ferman (SF)	Area Organiser
Jacqueline Sheehan (JS)	Joint Branch Secretary

#### UNITE:

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

#### UCU:

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

### 1. MINUTES AND ACTIONS

The minutes from the last meeting were agreed, save for a query regarding bridging funds. UCU queried UCL's position regarding bridging funds. Management agreed to check whether it is possible to identify what discretionary funds are used on staff salaries and separately, how much Faculties contribute towards bridging funds.

**Action:** Try to identify approximately how much money UCL spends on bridging by looking at discretionary account grant funds and faculty accounts.

### 2. FINANCE

A Financial Update was given.

**Action:** Remind Heads of HR to ensure that Teaching Fellows are being recruited in accordance with the Teaching Concordat.

### 3. RECOGNITION AGREEMENT

An update on the Recognition Agreement was given. Appendices and Terms of reference were discussed, as well as budgeting for backfill.

#### 4. UCL'S SUPPORT FOR UUK CUTS IN USS DB PENSIONS

UCL requested more information about how UCL is managing the pension negotiations. There will be a response regarding the ballot paper in the coming days from the national officer.

#### 5. STRENGTHENING UCL'S SUPPORT FOR STAFF AND STUDENTS AFFECTED BY THE WAR IN UKRAINE

Discussion on support for displaced staff and students and those affected by the War in Ukraine.

UCL have been trying to support academics and students who are displaced & increased funding.

**Action:** Follow up with the Global Engagement Office and SSEES management to discuss SSEES' strategic direction, in light of the war in Ukraine (FR)

#### 6. FACILITY TIME

Facility Time will be noted in the recognition agreement meeting.

#### 7. DRAFT 'STAFF PROMOTIONS SCHEME' THAT HAS BEEN CIRCULATED TO ISD UCU REPS

Discussion around difficulty in recruiting ISD staff and UCU views on the draft policy.

**Action:** Management to feedback to JCNC, following the ISD pilot promotion scheme.

#### 8. AOB –

##### **Bridging funds**

Rules around Bridging funds and no cost extensions from some funders were discussed. Enthusiasm to communicate this more widely to Research staff as they may not be aware.

**Action:** Discuss with the Office of the VP Research, Innovation and Global Engagement and UCL Communications and Marketing, how best to inform PIs that they may request a no-cost extension for staff who take strike action.