



## JOINT CONSULTATIVE NEGOTIATING COMMITTEE

**Wednesday, 21 September 2022**

**Microsoft Teams Meeting**

### MINUTES

**Present:**

Donna Dalrymple (DD)	Interim Chief People Officer
Rebecca Edwards (RE)	Director of Employee Relations
Brandon Scott	HR Employment Policy Administrator (note-taker)
Lorren Rea (LR)	Head of Employment Policy
Jessica Yuille (JY)	Director of Financial Planning and Analysis

**UNISON:**

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

**UNITE:**

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

**UCU:**

Sean Wallis (SW)	President
Andy Young (AY)	UCU Regional Officer
Holly Smith (HS)	

**Apologies**

Jacqueline Sheehan (JS)	Joint Branch Secretary
Anthony Smith	Vice Provost of Faculty
Laura Tomson	HR Employment Policy Manager
Audrey Fenwick (AF)	Senior Management Accountant
Charles Marson (CM)	Head of HR

#### 1. MINUTES AND ACTIONS

The minutes from the last meeting were agreed.

#### 2. FINANCE REPORT

A Financial Update was given.

### 3. **HYBRID WORKING GUIDANCE ROLLOUT FOR ACADEMIC, TEACHING AND RESEARCH STAFF**

Question when updated hybrid working guidance will be issued for Research and Teaching staff, not just Professional Services. disability guidance for managers document should be updated to cover Long COVID.

**Action:** Review the wording and include signposting on the Hybrid Working Guidance regarding adequate disability support, reflecting current guidance around COVID.

**Action:** Confirm timescale of rolling out the hybrid working guidance to academic staff.

### 4. **JOINT UNION LONDON ALLOWANCE CLAIM**

Discussion on amendment of London Allowance Uplift to £4000. Trade Union Members need to provide their feedback on the Joint Union London Allowance claim.

**Action:** Arrange date in third term to discuss uplift.

**Action:** Management to provide the Trade unions with definitive clarity on what the process will be for reviewing the uplift.

### 5. **STAFF SUPPORT DUE TO COST-OF-LIVING INCREASES**

A student hub has been put together on the website with student support. It has resources with the advice and support that is available for staff particularly around EAP, who offer expert advice around financial management and debt management. Clarification was given on the eligibility for salary advances.

### 6. **UPDATE ON THE BARTLETT REPORT**

The investigation is still ongoing, and others have come forward.

### 7. **REDUNDANCY CALCULATIONS**

**Action:** Management and HR Services to liaise with UCU regarding accuracy of redundancy calculations.

### 8. **AOB** N/A