

Minutes of the meeting held on Thursday 8 February 2018

PRESENT Ms Sarah Buck (Chair)

University Representatives

Vice-Chancellor, Professor Sir Steve Smith

Registrar and Secretary, Mr M Shore-Nye

Provost, Professor Janice Kay

Deputy Registrar and Director of People Services & Global Partnerships, Ms J Marshall

Chief Financial Officer, Mr A Connolly

Director of Communications and Corporate Affairs, Ms J Chafer

Director Campus Services, Mr P Attwell

Trade Union Representatives

Dr B Cooper (UCU)

Dr E Lygo (UCU)

Mr Chris Forest (Unite)

Mr John Davey (Unite)

Mr Tim Hortopp (Unison)

Also in attendance

Assistant Director of Human Resources, Mr A Johnson

HR Policy Adviser, Emma Hilton

Ms Philippa Davey (Regional Officer, UCU)

Apologies

Mr A Holcombe (Unison)

18.01 Minutes

The Committee agreed the minutes of the meeting held on Thursday 9 November 2017 (JCCN/18/01) subject to the following correction:

17.10(a): "The Vice-Chancellor advised the Committee of how important it is for the University and the Trade Unions to continue to work closely together."

18.02 Trade Union Engagement Report

The Committee considered the report of the Assistant Director of People Services (JCCN/18/01), covering engagement since the last meeting of the Committee in November 2017.

The Committee approved the revised Policy on Attraction and Retention Premia, which has been amended to take account of comments made by Trade Union representatives at earlier meetings.

The Committee formally noted the report as a true and accurate record of trade union engagement during the period November 2017 to February 2018.

18.03 Vice-Chancellor's Update

The Vice-Chancellor advised the Committee on the following issues of significance to the University.

- (a) Student Fees: The meeting noted concern within the sector about possible future changes to student fees.

- (b) Brexit: The meeting noted the progress of negotiations between the UK Government and the European Commission. The higher education sector and trade unions had both pressed the UK Government to protect employees from EU countries.
- (c) USS: The Vice-Chancellor advised the Committee that it was regrettable that UUK and UCU had been unable to reach an agreed position and that previous changes to the scheme had not provided long-term stability. He reminded the meeting that decisions on the valuation of USS and changes to the scheme were made at national level and that the valuation had to be agreed by the Pension Regulator who had advised that the scheme should not adopt more risk. The University did not consider that the proposals put forward by UCU would be accepted by the Pensions Regulator.

University representatives advised the Committee that that they did not expect any personal insults or abuse during the industrial action and that it was important that offer holder open days were not adversely impacted. Trade Union representatives agreed that there should be no personal abuse. Trade Union representatives advised the Committee that staff perceived the proposed changes to USS as a reduction in pay and that staff were increasingly feeling undervalued. The Vice-Chancellor expressed the view that the University and trade union representatives should maintain communications and positive relationships during the dispute..

The Chair concluded the discussion, noting that this is a difficult situation in which there were differences of view but ultimately all parties wanted the best for students and the University.

18.04 Any other business

The Chair formally thanked Mr Phil Attwell for his work as Committee member and wished him well with his new position.

The Chair ensured there were no other items to raise under Any Other Business before closing the meeting.