



## **FAIR EMPLOYMENT FOR ALL WORKING GROUP**

### **SUMMARY OF BUSINESS – Friday 28 February 2020**

This was the first meeting of the Fair Employment For All working group, chaired by the Vice-Chancellor. The Terms of Reference and proposed membership were discussed and agreed – there is representation from across the University community, the Students' Guild and Students' Union, and from all three trade unions; UCU, Unite and Unison.

The group will meet monthly until May with a view to presenting its report and recommendations to VCEG, Senate and the Joint Committee for Consultation and Negotiation in June. This will allow time for decisions to be made ready for implementation in the academic year starting in September 2020.

The first meeting was very positive and made important progress. It agreed the following principles which will shape the ongoing work of the group:

- the standard expectation should be for the University to employ people on an open-ended contract of employment.
- Occasional work arrangements should only be used in a limited range of circumstances or where requested by the individual. The working group will develop an agreed list/definitions.
- Fixed term contracts should only be used in a limited range of circumstances.
- A "one-size-fits-all" approach is not appropriate.
- There should be more standardisation and equity between departments for paid preparation and marking time for Postgraduate Teaching Assistants.
- Colleges and Services should improve their workforce planning so that the use of occasional workers and fixed term contracts is kept to a minimum.

In addition to the Working Group, the project will be overseen by a Delivery Team and three reference groups which have a focus on Education, Research and Professional Services. Professor Tim Quine will lead the Education reference group, Professor Neil Gow will lead the Research reference group and Mike Shore-Nye will lead the Professional Services reference group.

The five themes that will need to be considered by the three reference groups include:

- Planning and Funding including workforce planning;
- Contract arrangements and recruitment: fixed/open ended contracts, contract business rules and recruitment;
- Induction and probation;
- Performance, training and development;
- Cessation of contracts

The next Working Group meeting will be taking place on Friday 27 March at 11.30am. Focus groups will begin meeting later this month. If you would like to participate in a focus group, open to academic and professional services colleagues, [complete the online form](#).