

# CONFIRMED

## LIVERPOOL HOPE UNIVERSITY

### JOINT CONSULTATIVE AND NEGOTIATING COMMITTEE

#### Minutes of the Meeting held on 5<sup>th</sup> November 2019

**PRESENT:** Dr S Marwood (Chair), Dr G Anderson, Mr A Catterall, Dr R Moth, Ms L Mottram, Revd Canon Professor Newport, Dr N O'Sullivan, Ms L Thompson

**SECRETARIAT:** Mr M Jones

#### 1. **Minutes of the previous meeting**

Members had received the minutes of the meeting held on 24<sup>th</sup> October 2019. Mr Catterall requested that the sentence starting 'Mr Catterall expressed scepticism...' (par 3, line 5) be removed on the grounds that it could be interpreted as expressing scepticism with regards to risk assessments in general. Mr Catterall informed members that he had been questioning whether a survey and an organisational risk assessment would address the issues of the SAM concerns with immediate effect and produce a resolution to UCU's dispute.

Pending this change, the minutes were **APPROVED** as a correct record.

#### 2. **Dispute**

Dr Moth informed those present that at a meeting on 4<sup>th</sup> November 2019 UCU members had expressed their desire to discuss the possibility of a three part workload model with management. Dr Moth added that in order to pursue this course of action, UCU would be withdrawing from the dispute procedure. Mr Catterall reminded members that management's openness to discussing a three part workload model had never been in question. Mr Catterall emphasised that discussion of the three part workload model was not coming about as a result of the dispute procedure being opened, but had always been a possibility. Dr Moth expressed the hope that management and UCU would be able to move forward on this matter collaboratively and constructively.

Professor Newport voiced the opinion that it was the University's view that there was no dispute from which to withdraw and that therefore there should be an acknowledgement on the part of UCU that the union had in fact never been in dispute with the University in the first place. Dr O'Sullivan attributed the initiation of the dispute procedure in part to a breakdown in communication in the aftermath of the 'A SAM focussed view of learning & teaching at Hope' document. Professor Newport reminded members that Dr Haughan had explained the circumstances surrounding production of the document at the meeting on 25<sup>th</sup> September 2019 and that this had been accepted by UCU. Professor Newport added that at the meeting on 25<sup>th</sup> September 2019 Dr Haughan undertook to fine-tune the current model and that this had happened.

The Chair proposed that the records show that "UCU are not, and never were, in dispute with University management"; this statement was agreed by all parties.

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The Chair informed members that, this being the case, discussion of a three-part workload model could take place at the next scheduled meeting of JCNC (20<sup>th</sup> February 2020).

During the meeting Professor Newport reminded JCNC that there was already a three-part workload model in place as could be seen in the frequent use of the terminology 'a third, a third and a third' to mean that one third of a typical academic's time was to be spent on teaching, one third on research and one third on administration. He noted that it was not a matter of the model not being in place but rather what was accounted for in detail. He noted that the University's position had been that colleagues were not expected to account via the model for anything other than core contact teaching hours.

Mr Catterall requested that UCU prepare a paper for the meeting, setting out their arguments in favour of a model that did include a responsibility for colleagues to account for all parts of the overall workload rather than for core contact teaching only. Professor Newport requested that the paper be confined to two sides in length in the first instance as a way to begin the discussions.

Mr Catterall also requested that Drs Anderson and Rye continue the discussions with Dr Haughan initiated at the 26<sup>th</sup> September 2019 meeting.

**ACTION: Drs Anderson and Rye to continue discussions with Dr Haughan, as above. UCU representatives to produce details of what would be accountable in the three-part workload model proposal for the February 2020 meeting of JCNC.**