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LIVERPOOL HOPE UNIVERSITY

JOINT CONSULTATIVE AND NEGOTIATING COMMITTEE

Minutes of the Meeting held on 17th May 2022

PRESENT: Ms S Weir (Chair), Ms S Beecroft, Mr B Grice, Ms A Lowther, Dr S Mercer, Ms L Mottram, Professor A Nagar, Revd Professor Newport, Ms L Thompson, Dr A Yeates

APOLOGIES: Mr A Catterall

SECRETARIAT: Mr M Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on. These were **APPROVED** as a correct record.

2. Matters Arising

All action points from the previous meeting had been completed.

3. UCU Items

(i) Workload

Dr Mercer confirmed that Professor Newport had contacted him re continuing discussions in this area. Professor Newport emphasised Management's willingness to make progress on this matter and undertook to contact Dr Mercer re dates for a meeting.

ACTION: Professor Newport to contact Dr Mercer re meeting dates.

(ii) Promotions

Dr Yeates confirmed that Mr Catterall had addressed all the action points raised at the previous meeting, adding that UCU was happy with the outcomes re these action points. Dr Yeates raised the issue of Professional Tutors, asking whether Management would consider incorporating the Professional Tutor to Senior Professional Tutor promotion process into the annual Lecturer to Senior Lecturer process. Ms Lowther responded that the two promotion processes are different, adding that Dr Yeates could contact her to discuss this following the meeting. Professor Newport reminded members that any member of staff can apply to have their role re-graded under the

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HERA process. Dr Yeates voiced the opinion that Professional Tutors who undertake the same work as Teaching and Research staff but do not have doctorates are excluded from Lecturer and Senior Lecturer roles. Ms Lowther responded that when candidates are recruited for Professional Tutor and Senior Professional Tutor roles the possible paths for progression are made clear to them. Ms Lowther requested that any colleagues who have concerns in this area contact their Personnel manager.

(iii) Fossil Fuels Divestment Statement

Dr Mercer informed members that UCU has passed a resolution calling for universities to make a statement regarding investment in fossil fuels. Ms Beecroft informed members that fossil fuel divestment is on the agenda for a management meeting later in the week.

(iv) Flexible Working

Dr Yeates raised the issue of flexible working arrangements. Ms Thompson responded that the University has a flexible working policy and process and receives several requests each year, of which the majority are accepted. Ms Thompson reminded members that any member of staff can apply for flexible working, adding that the Flexible Working Policy and guidelines are available on the University website.

Dr Yeates raised the issue of hybrid working arrangements. Ms Thompson responded that LHU does not currently operate a hybrid working policy, however there was scope for some flexibility when required across the University. Dr Yeates voiced the opinion that there is currently a lack of consistency between schools/departments re hybrid working. Ms Thompson requested that any colleagues with issues in this area contact their Personnel Manager.

4. UNISON Items

Mr Grice raised the issue of non-academic job opportunities and appointments, stating that the recent re-focus of Student Services was enacted at short notice and noting that, of six newly-created directorships, one was open for applications while the other five were filled without an application process. Ms Thompson responded that Personnel were happy to meet with Unison to discuss this in detail and believed some conversations had already taken place. However in general the roles were not additional and in each of those posts 80% of the duties were the same as in the previous post, creating 'sitting tenants'. Ms Thompson added that the 20% of duties not covered by the previous post would present opportunities for growth for the newly appointed directors. There was a post that needed filling immediately due to business need so a temporary appointment had also been made internally. Ms Thompson stated that if Unison wanted further details Personnel would be happy to discuss further

5. Management Items

(i) Statement on Staff-Student Relations

Members had received the draft statement on Staff-Student Relations. Union representatives welcomed the statement and endorsed its contents.

(ii) Staffing Costs

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Ms Beecroft reminded members that the University's surplus target each year is 3%. Ms Beecroft informed members that the current pay offer would cost the University £1.25m, adding that 40% of staff are incrementing, with a cost of £450k. Ms Beecroft reminded members that the University is currently part of the collective bargaining process.

(iii) Ofsted and Accreditation Updates

Professor Newport informed members that the University is currently awaiting the outcome of the recent Ofsted re-inspection and thanked colleagues for their work during the process. Professor Newport informed members that the University's recent application for ITT Accreditation was successful. Professor Newport added that 240 institutions applied, with 37% successful.

(iv) REF update

Professor Nagar informed members that the University's REF outcome had been successful, with 97% of eligible staff submitted. Professor Nagar added that over 61% of the submitted research outputs were judged in the category of "Internationally Excellent (3*)" or "World Leading (4*)" and thanked colleagues for their work.

(v) COVID update

Ms Beecroft informed members that cases in Liverpool are currently at 106 per 100k, adding that two members of staff and three students are currently isolating with Covid.

6. AOB

There was no other business.