

# CONFIRMED

## LIVERPOOL HOPE UNIVERSITY

### JOINT CONSULTATIVE AND NEGOTIATING COMMITTEE

#### Minutes of the Meeting held on 20<sup>th</sup> February 2020

**PRESENT:** Dr S Marwood (Chair), Ms S Beecroft, Mr A Catterall, Mr B Grice, Revd Professor Newport, Ms L Thompson

**SECRETARIAT:** Mr M Jones

**APOLOGIES:** Dr G Anderson, Dr P Bamber, Ms L Mottram, Dr D Rye

#### 1. Minutes of the previous meeting

Owing to the absence from the meeting of UCU members due to strike action members had reviewed the minutes of the meeting held on 8<sup>th</sup> October 2019 in advance. Mr Catterall had requested that in Actum 3 (iii) 'The response rate was 34%' be amended to 'The response rate was 34% (out of a cohort of 32 staff surveyed)'. In the same paragraph Mr Catterall had requested that 'a significant number' be amended to 'a smaller number'. Pending these changes the minutes were **APPROVED** as a correct record.

#### 2. Matters Arising

(i) Mileage Rate (actum 1 iv)

Ms Beecroft confirmed that the mileage rate has been increased from 40p per mile to 43p per mile. The mileage rate is 45p per mile if more than one member of staff is in the vehicle or the vehicle is an electric car.

(ii) Research Funding and CRT (actum 3 ii)

Ms Beecroft assured members that she would seek clarification from Professor Nagar in relation to research funding and CRT.

(iii) Extraordinary Meeting of JCNC (actum 4)

Mr Jones confirmed that he had liaised with Dr Haughan to set a date for an extraordinary meeting of JCNC.

#### 3. Management Items

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### (i) General HR Update

Mr Catterall informed members that UCU's current mandate for industrial action expires on 29<sup>th</sup> April, following which a fresh ballot will be sent out to members. Mr Grice informed members that UNISON will be conducting disaggregated ballots in future.

Mr Catterall informed members that the new gender pay report would be published in the near future. Mr Catterall attributed the University's mean average difference of c.14-18% to the inclusion of Hope Works employees (72% of whom are female) in the figures. Mr Catterall added that the University's decision not to outsource functions including domestic and catering services has led to the current figures. Mr Catterall informed members that while there is a gender imbalance in senior roles at the University, at grades 7, 8 and 9 the disparity is substantially smaller.

Mr Catterall informed members that, following a change in employment law, as of 1<sup>st</sup> April 2020 parents suffering bereavement of a child aged up to 18 will be entitled to two weeks' paid leave. Mr Catterall added that as of 6<sup>th</sup> April 2020 any termination of employment where a payment in excess of £30k is made will be subject to a Class A (13.89%) National Insurance contribution by the employer.

Mr Catterall informed members that following discussions on staff stress levels at Health & Safety Consultative Committee a reminder has been sent out to Heads of School re their responsibility for managing staff stress. Mr Catterall informed members that Stress Management for Managers training is available via Personnel and that a staff wellbeing survey will be undertaken before the end of the academic year.

### (ii) Project 2020 Update

Professor Newport informed members that due to an increase in applications the target for Foundation Year starters in September 2020 has been increased to 250. Professor Newport informed members that an additional Task & Finish group has been set up to co-ordinate recruitment of approximately 15 students who will have graduated from Belfast Met with a Foundation Degree or HND qualification and who are looking for a bespoke one- or two-year top-up programme which will enable them to achieve a full honours degree. Professor Newport added that the conversion rates for ITE applications are currently outperforming expectations.

### (iii) Finance and Resources Update

Ms Beecroft informed members that the University's finances are performing in line with expectations as laid out in the first reforecast of the financial year (November 2019). Ms Beecroft added that the second reforecast is due later in February and that she does not anticipate any significant changes from November 2019. Ms Beecroft informed members that the University's government grant has been cut by 6%, adding that this was a smaller cut than in recent years. Ms Beecroft informed members that pay withheld from striking colleagues has been ring-fenced and is being used to fund alternative learning opportunities for students affected by the industrial action.

## 4. AOB

Ms Beecroft informed members that opening hours of the University's catering outlets have been reduced during the industrial action in order to avoid unnecessary expense.