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LIVERPOOL HOPE UNIVERSITY

EXTRAORDINARY MEETING OF JOINT CONSULTATIVE AND NEGOTIATING COMMITTEE

Minutes of the Meeting held on 29th June 2021

PRESENT: Dr S Marwood (Chair), Dr P Bamber, Mr A Catterall, Ms A Lowther, Ms M Monaghan, Revd Professor Newport, Dr N O'Sullivan

APOLOGIES: Dr A Yeates

SECRETARIAT: Mr M Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting of 18th May 2021. Ms Monaghan requested that 'Dr M Monaghan' be corrected to 'Ms M Monaghan'. Dr O'Sullivan requested that the attendance be updated to include: 'Dr A Bennett – Present for Workload Item, Professor M Lavalette – Present for Workload item, Dr J Lux – Present for Health & Safety item'. Re actum 2, Dr O'Sullivan requested that the action point reading 'Dr O'Sullivan undertook to let Professor Newport know which data UCU is requesting' be amended to 'Professor Newport and Dr O'Sullivan to discuss'. Re actum 2, Dr O'Sullivan requested that 'Professor Newport confirmed that the discussion took place' be amended to 'Discussions on the workload model to continue through Special Interest Group'.

Re actum 5.1 Ms Monaghan stated that '...had believed it to cover only the coming year (ie 2020/21)' did not reflect her comments at the meeting. Mr Catterall contested Ms Monaghan's statement. Ms Monaghan requested that the phrase 'UCU dispute that this was said' be appended to this section of the minutes. Re actum 5.1 Dr O'Sullivan requested that the phrase 'UCU dispute that this was said' be inserted after 'Professor Newport noted the need for more discussion with UCU on the workload model.'

Re actum 5.2 Dr O'Sullivan queried the action point, suggesting that it is not the role of UCU to share proposed timelines with management. Dr O'Sullivan suggested the action point be amended to 'Dr Lux to summarise her ongoing suggestions and concerns to Ms Beecroft.'

Re actum 5.3, Ms Lowther requested that the phrase 'not integral to the University's core objectives' be removed. Professor Newport requested that the phrase 'as both these roles are not currently identified by the University as areas of strategic growth' be added.

Re actum 5.3 Dr O'Sullivan requested that 'Dr O'Sullivan requested that UCU be supplied with the material sent to colleagues stating the possibility of progressing from Teaching & Scholarship grade seven to eight, and Teaching & Scholarship grade seven to Professional Tutor' be amended to 'Dr O'Sullivan requested that UCU be supplied with the material sent to colleagues on professional tutor contracts who ask to have their role evaluated.' Dr O'Sullivan requested that 'and Teaching & Scholarship grade seven to Professional Tutor' be removed.

Re actum 5.4, Dr O'Sullivan requested that the words 'As Dr O'Sullivan was explaining UCU's concerns, her battery emptied on her laptop and shut her out of the meeting. When she

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returned, she asked that she be allowed to finish addressing UCU's concerns in relation to Croydon. The Chair ruled against UCU's request' be added to the end of the item.

Re actum 5.5, Dr O'Sullivan requested that the first sentence be amended to read 'Dr Yeates expressed that UCU would welcome the University and UCU to work together on developing a Home Working Protocol' and that the final sentence be amended to read 'Management did not accept the request.'

Re actum 6, Dr O'Sullivan requested that the words 'in order to continue discussions on the workload model' be removed. The Chair reminded members that additional meetings of JCNC cannot be held unless agreed to by management.

2. Matters Arising

The Chair informed members that due to the comparatively short amount of time since the previous meeting matters arising would be considered at the next regular meeting of the committee.

3. Workload Model

The Chair requested that management raise points first, followed by UCU. Professor Newport asked UCU whether they had rejected the agreement entered into in July 2020. Ms Monaghan responded that UCU has not rejected the Workload Allocation Model agreed in July 2020, adding that UCU agree that they accepted the model in July 2020. Professor Newport asked whether UCU accepts that they agreed to a model which includes 1550 hours. Ms Monaghan responded that UCU accepts that it agreed to the July 2020 document. Ms Monaghan advised members that UCU is rejecting the updated version of the document, produced in April 2021, adding that with the updating of the document in April 2021 the July 2020 document no longer exists. Professor Newport accepted that UCU have rejected the April 2021 proposal. Professor Newport reiterated that UCU accepted the July 2020 document, with its starting point of 1550 hours. Mr Catterall informed members that the status quo is therefore the July 2020 model. Ms Monaghan disagreed with this point, voicing the opinion that as the July 2020 model was never implemented the status quo is the '2019 model'. The Chair asked UCU to confirm that they no longer agree with the July 2020 document. Ms Monaghan responded that UCU had agreed to the July 2020 model but believe that elements of it are no longer fit for purpose. Ms Monaghan informed members that UCU does not dispute that it accepted 1550 hours last year but added that UCU now rejects 1550 hours. Mr Catterall reminded members that UCU had agreed to the July 2020 proposal following a members' vote and raised the issue of potential implications for future decision making based on this change of position. Ms Monaghan voiced the opinion that the management is not attempting to implement the agreed July 2020 document but the un-agreed April 2021 document.

Professor Newport informed members that having agreed to the July 2020 proposal, UCU's rejection of the April 2021 proposal does not constitute rejection of the July 2020 proposal. Ms Monaghan drew members' attention to the assertion in the April 2021 document that it 'replaces' the July 2020 document. Professor Newport acknowledged that UCU want discussion in relation to the 1550 hours and informed members that he has stated on a number of occasions that he is willing to participate in such discussion. Professor Newport asked whether UCU have room for manoeuvre in relation to their 1470 hours proposal. Ms Monaghan responded that UCU are willing to engage in discussion in relation to the 1550 hours. Ms Monaghan requested that management pause implementation of any new workload model while discussions take place. Ms Monaghan added that if this did not happen UCU would activate the disputes procedure.

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Mr Catterall requested further information as to what has changed UCU's stance from accepting the July 2020 proposal to rejecting it. Mr Catterall reminded members that the Special Interest Group met on a number of occasions with Drs Bennet and O'Sullivan. Professor Newport informed members that UCU had brought concerns about tariffs to these meetings, some of which had been dealt with. Professor Newport added that Special Interest Group had examined information drawn from work to put the new model into the workload software and had concluded that the boundaries between teaching related activity, administration and other responsibilities had been too stringent. Professor Newport informed members that he had suggested the boundaries be more porous. Professor Newport informed members that the July 2020 model has some flexibility in this regard, adding that UCU have requested that this be removed. Professor Newport informed members that some of the changes requested by UCU would constitute contractual changes and cannot be enacted via JCNC.

Professor Newport informed members that he does not agree with UCU's proposal to remove the 100 flexible hours from the model. Professor Newport added that he cannot agree to UCU's 1470 hours proposal but is open to discussion in relation to the 1550 hours. Ms Monaghan asked whether it is management's intention to implement the July 2020 model for the 2021/22 academic year, reiterating UCU's request that implementation be paused while discussions take place. Ms Monaghan added that if implementation was not paused UCU would activate the Failure To Agree process. Professor Newport responded that management would not pause implementation of the model, but would respect the wishes of colleagues who do not want their workload to be mapped against it. Professor Newport added that colleagues opting to do this would not have the protection of the 1550 hour limit. Dr O'Sullivan asked for confirmation that colleagues opting out of the model would not be covered by the 1550 hours cap. Professor Newport confirmed that this was the case and gave a guarantee that no colleague's formal teaching contact hours will exceed 300 or 450 hours, as applicable. Mr Catterall informed members that in the case of colleagues opting out of the new model it would be the responsibility of Heads of School and Department to record hours and decide which tariff to use.

Mr Catterall asked Ms Monaghan whether UCU were open to negotiation in relation to their 1470 hours proposal. Ms Monaghan responded that Professor Newport had said that while management rejected the 1470 hours proposal there was room for negotiation. Professor Newport reiterated that negotiation is possible in relation to the 1550 hours. Ms Monaghan informed members that due to management's refusal to pause implementation of the new model UCU would be activating the Failure To Agree process. Ms Monaghan suggested that when a date for the next meeting has been fixed each party undertakes to supply a written submission to the other in advance of the meeting.