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LIVERPOOL HOPE UNIVERSITY

JOINT CONSULTATIVE AND NEGOTIATING COMMITTEE WORKING GROUP

Minutes of the Meeting held on 30th March 2020

PRESENT: Dr S Marwood (Chair), Dr G Anderson, Mr A Catterall, Revd Professor Newport, Ms L Thompson, Dr D Rye

SECRETARIAT: Mr M Jones

The Chair welcomed members to the meeting and confirmed that the Working Group had been established in order for UCU representatives and members of University management to discuss issues relating to workload, gender pay and casualisation. Professor Newport acknowledged receipt of Dr Anderson's paper, written in response to his own email of 13th March 2020.

Turning first to the question of gender pay, Professor Newport reminded members that for academic staff, the gender pay gap at Grade 7 is -0.19%, +0.56% at Grade 8 and -0.71% at Grade 9. Professor Newport reminded members that the University's gender pay gap figures are affected by the work opportunities provided to students (the majority of whom are female) via Hope Works, and the University's decision not to outsource any functions. Dr Anderson acknowledged this and welcomed the University's stance on these matters. Professor Newport acknowledged that the University had a gender imbalance among its senior staff. Dr Anderson requested that the University renew its attempts to gain Athena SWAN accreditation, and increase investment in the Aurora Programme.

Dr Anderson suggested the University institute an annual promotions process for Grade 9 to Grade 10. Mr Catterall responded with a concern about potential morale issues if individuals applied for this promotion on a yearly basis and were repeatedly rejected. Mr Catterall suggested such a rejection might include a restriction on the individual applying again for the same promotion within (eg) two years. Mr Catterall suggested the University might positively affect its gender imbalance at senior levels by reviewing the places and ways in which senior posts are advertised..

Professor Newport emphasised the importance in recognising the distinction between pay inequality and a gender pay gap. Dr Anderson concurred with this, and undertook to clarify this to UCU members. Professor Newport undertook to raise the issues of Athena SWAN, the Aurora Programme, and promotions with senior colleagues.

ACTION: Professor Newport to liaise with senior colleagues, as above.

Turning to the question of workload, Professor Newport reminded members that a dialogue on this matter between UCU representatives and members of University management is about to be opened, following discussions at recent meetings of JCNC. Professor Newport stated that the University is not opposed to looking into ways in which the workload model could be reconfigured, adding that the broad areas of teaching, research and administration would need to remain. Dr Rye drew members' attention to the model proposed in Dr Anderson's paper for establishing individual staff capacity in relation to administrative roles.

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Professor Newport reminded members that the University remains committed to a course of action in which no redundancies are made, adding that some level of flexibility is required from colleagues in order to ensure this.

Mr Catterall noted the potential link between workload and stress, and assured members that in cases where colleagues are experiencing workload-related stress, their workload will be reviewed by the Head of School with support from Personnel. Mr Catterall stated that the university had in the past as part of its duty of care for staff stating they had stress through excessive workload, fully accounted for all hours in line with maximum figures with the individual. When this had been done in Education with a dozen of staff none had actually reached their contracted hours. The University would continue to take this approach in this scenario and determine the appropriate duties of staff for the year ensuring individuals workload was not above their contracted requirement.

Professor Newport reminded members that the University is currently not in a position to make significant numbers of appointments.

Dr Rye undertook to work with Dr Anderson to add further detail to Dr Anderson's proposal and distribute an updated paper to members as a basis for future discussion.

ACTION: Drs Anderson and Rye to produce and distribute paper, as above.

Mr Catterall proposed that a sub-group comprised of him, Professor Newport, Dr Rye, Dr Anderson and Ms Thompson, meet in advance of the next meeting of JCNC to prepare workload proposal. Relevant colleagues agreed to meet on 22nd April 2020.

ACTION: Mr Catterall, Professor Newport, Dr Rye, Dr Anderson and Ms Thompson to form sub-group, as above.

In relation to casualisation, Professor Newport reminded members that the University does not make use of zero hours contracts. Dr Anderson welcomed the University's stance on this issue, and acknowledged that music tutors represented a 'special case'. Dr Anderson informed members that a number of UCU members who are currently on hourly paid contracts have expressed an interest in attaining core staff status at the University. The Chair asked whether such changes were currently considered on a case-by-case basis and Ms Thompson confirmed that this was the case. Mr Catterall undertook to ask Ms Mottram to compile a report detailing how many hourly paid lecturers have been employed by the University for between two and four years, and how many of them have a significant (ie around .4) FTE.

ACTION: Mr Catterall to ask Ms Mottram to compile report, as above.