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LIVERPOOL HOPE UNIVERSITY

JOINT CONSULTATIVE AND NEGOTIATING COMMITTEE FAILURE TO AGREE MEETING

Minutes of the Meeting held on 22nd October 2021

PRESENT: Dr S Marwood (Chair), Dr A Bennett, Mr A Catterall, Professor S Davismoon, Professor M Lavalette, Dr S Mercer, Ms M Monaghan, Revd Professor Newport

SECRETARIAT: Mr M Jones

Members confirmed that the minutes of the previous meeting were accurate. Re the action point relating to perceived obstacles to resolving workload issues Dr Mercer informed members that he had discussed this with the Vice Chancellor. Mr Catterall reiterated his willingness to look into any potential cases of overwork. Re the action point relating to Professor Newport distributing an updated document Professor Newport confirmed that this had been done.

Professor Newport undertook to talk through the updated document. Professor Newport reiterated that the headline figure of 1520 hours is in place as agreed, adding that this constitutes a reduction of 45 hours (30 hours + 15 hours for graduation), ie the 1520 hours includes 15 hours for graduation, which was not the case with the previous 1550 hours. Professor Newport reminded members that the 1520 is divided into five unequal parts: 800 hours for 'teaching-related activities', 450 hours for 'research', 200 hours for 'administration and other responsibilities', 55 'flexible hours', which may be allocated by the Head of School for 'research' or 'administration and other responsibilities' and 15 hours for attendance at Graduation events. Professor Newport noted that the 55 'flexible hours' represented a compromise between management's original proposal of 100 hours and UCU's proposal of zero hours.

Turning to bullet point three, Professor Newport drew members' attention to the wording '800 hours of teaching-relating activities, of which up to a maximum of 300 hours may be formal, scheduled contact teaching hours', adding that this had been added at the request of UCU. Professor Newport informed members that bullet point six clarifies matters in relation to the Network of Hope. In relation to bullet point eight Professor Newport pointed out that 'including colleagues' wellbeing' (and the linked footnote) had been added to the wording. Turning to bullet point nine Professor Newport informed members that '30 flexible hours' should read '55 flexible hours'.

Professor Newport informed members that bullet points eleven, twelve and thirteen have been taken directly from UCU's document. Turning to bullet point sixteen Professor Newport informed members that the words 'while this cannot be guaranteed' have been removed, at UCU's suggestion. Turning to footnote three Professor Newport reminded members that agreement has not yet been reached in relation to this. Turning to footnote four Professor Newport informed members that wording around consolidated research time has been added. Professor Newport concluded by drawing members' attention to Additional Note Four (Heads' Working Group).

Ms Monaghan asked for clarification as to how many liturgical days are in each year. Mr Catterall responded that this varied according to what day Christmas day falls on, but would be three to five. Ms Monaghan informed members that it was her understanding that academics work 42.6 weeks

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(213 days) per year. Ms Monaghan informed members that she was attempting to ascertain whether 1520 hours would equate to a 35 hour working week. Professor Newport undertook to check this figure.

ACTION: Professor Newport to check figure, as above.

Turning to bullet point twenty on Professor Newport's updated document Ms Monaghan asked whether 'status quo ante' in this instance referred to the June 2020 model. Professor Newport responded that this referred to the model under discussion, on the assumption that it would be approved.

Ms Monaghan asked whether, Additional Note 2.3 aside, the contents of the document constituted management's final draft. Professor Newport responded that the document constituted management's present draft. Ms Monaghan asked whether it would be correct to say that the June 2020 model is currently being applied. Professor Newport responded that the June 2020 model is the one currently in place between UCU and management. Ms Monaghan accepted that UCU had agreed the June 2020 model. Professor Newport noted UCU's acknowledgement that the June 2020 model was agreed, and acknowledged that the April 2021 model has not been agreed by UCU, and has not been implemented.

Dr Bennett drew members' attention to Additional Note 2.3 and Additional Note 2.5 and asked if a choice needed to be made between the two. Professor Newport responded that management has no issues with Additional Note 2.5 adding that the numbers under discussion are upper limits rather than targets. Dr Bennett expressed a concern that if a colleague is deemed to have an insufficient amount of administrative work they can be given more teaching work. Dr Bennett added that UCU's preference is for the converse of this to be true (ie if a colleague is deemed to have an insufficient amount of teaching work they can be given more administrative work).

The meeting adjourned for ten minutes.

Dr Bennett informed members that UCU would need more time to fully consider the document under discussion and reiterated the request for working days per annum. Professor Lavalette asked whether UCU was looking to renegotiate the numbers agreed at the previous meeting. Ms Monaghan responded that UCU had no issue with the 1520 hours but wanted to examine how this would work 'on the ground'. Ms Monaghan added that UCU is currently in the process of balloting and that the issue of workload is of particular concern to its members. Mr Catterall asked UCU whether, in the event of agreement being reached on the workload document, they would be in a position to recommend it to members. Ms Monaghan responded that UCU hoped to be able to put the document to members with a recommendation to accept it. Ms Monaghan informed members that UCU would look at the current document holistically and send any questions to Professor Newport.

ACTION: Ms Monaghan to send questions to Professor Newport, as above.

The Chair asked Mr Jones to distribute potential dates for the next meeting. Mr Catterall asked Ms Monaghan if UCU would be willing to meet post-3rd November. Ms Monaghan confirmed that this was the case.

ACTION: Mr Jones to distribute dates, as above.