

GOLDSMITHS COLLEGE
University of London

COUNCIL

JOINT CONSULTATIVE COMMITTEE (JCC)

Minutes of the meeting held on Monday 30 October 2006

Present: Mr Ian Turner (Chair), Dr Philip Broadhead, Mr Rob Letham , Ms Pamela Beevers (UCU), Dr Rodger Kibble (UCU), Ms Suzy Ball, (UNISON) Mr Chris Hodder(UNISON)

Apologies: Professor Simon McVeigh

In attendance: Ms Johanna May, Mr Barry Douglas

1 MINUTES

Resolved to approve the minutes of the meeting held on 15 May 2006

2 GENDER COMPOSITION OF COMMITTEE

Noted that the Chair had raised the issue of the gender composition of this Committee with the Warden who was aware of the concern of the Trade Unions in this respect but since the only other female member of the Senior Management Team (SMT) had been unavailable to serve on this committee, there was currently no alternative to the present situation

3 COLLEGE POLICY ON CONFLICTS OF INTEREST

Noted the policy approved by Council on 23 March 2006, effective from 1 September 2006

4 THE COMMITTEE SYSTEM AND TERMS OF REFERENCE, COMPOSITION AND MEMEBRSHIP

Noted the report on the new committee system and terms of reference, composition and membership of this committee

5 REPORT BACK FROM PAY FORUM

Noted

- 1 the comments of the Director of HR to the effect that the main issue was progress on getting roles verified and encouraging all the role holders to engage with the process
- 2 that a targeted note had been sent out to 90 staff to point out the consequences of delay in the project
- 3 that although this communication had apparently caused some resentment, it had had the effect of generating significant activity in this area

- 4 discussions on the appeals process were ongoing
- 5 that if someone's post had not been in the first cohort to be analysed and they subsequently disagreed with the outcome of the matching process, that employee would have the right to have their post analysed at that point

6 RECOGNITION AGREEMENT

- Noted
- 1 dates for a meeting to discuss the possibility of a formal recognition agreement were being sought
 - 2 that the current arrangements on time off for trade union representatives was that each union was allowed the equivalent of 0.3 of a full time post for Framework related activities and 0.3 fte for general trade unions duties i.e. a total 0.6 fte for each union, to be disposed of as the union wished

7 FIXED TERM CONTRACTS

- Noted
- 1 the current position was that staff with fixed term contracts of four years' or more were deemed to be permanent when there was no justification for continuing their employment on a fixed term basis
 - 2 discussions needed to take place with the unions on the position of fixed term staff with less than four years' service; a meeting was being set up on this basis

8 HARMONISATION OF CONDITIONS OF SERVICE

- Noted:
- 1 the prioritisation the unions had now given to the individual conditions of service to be discussed in the context of the harmonisation exercise
 - 2 a meeting to discuss these issues with the unions would be arranged shortly

9 AGE LEGISLATION/RETIREMENT POLICY

- Noted:
- 1 that the College had now drawn up a retirement policy in line with the new age legislation which gave employees the right to ask to stay at work beyond the contractual retirement age
 - 2 that the current criteria for considering extensions of service – briefly, continuity or irreplaceable skills – would also be considerations in the new retirement policy

- 3 that changes to the Universities Superannuation Scheme (USS) were likely since the fund was current under-funded due to a number of factors: pay increases being higher than inflation, poor investment performance, people living longer, people retiring younger, boosting of pre retirement pay etc.
- 4 while currently for USS the cost of retirement was charged to the scheme, not to the institution, this could change in future

10 FINANCIAL POSITION

- Noted
- 1 the report from the Director of Finance confirming that the projected deficit for the current financial year (2006-07) was £1.3m
 - 2 that this figure still had to be adjusted to take account of student recruitment and the picture should be clearer by December
 - 3 the expected deficit for 2005-06 was around £700K but in the event the outturn was a deficit of £341K, that is, just over £350K better than had been first thought
 - 4 the College's reserves were minimal and depressed by a large deficit on the LPFA pension fund. Furthermore the outturn of £341K included an additional £500k charge following the introduction of new accounting requirements for the LPFA pension scheme.

11 REVIEW OF ESTATES AND ESTATES STRATEGY

- Noted:
- 1 the report of the Director of Resources and Planning that
 - i) maintenance work having health and safety implications had been given the highest priority; £2.8 million pounds worth of such work had been identified with £724K being for high priority, £800K for medium and £1.2million for low priority work
 - ii) that the high priority work included recommendations on water hygiene, fire risk assessment and asbestos and that £450K would be spent in these areas with the possibility that more money might be needed out of next year's budget
 - 2 that the cleaning contract had now gone out to tender and that, if the decision was to contract out the service, there would be no redundancy implications for staff as they would be protected by the TUPE regulations and would transfer to the new service provider
 - 3 that the Access Policy had been to the Senior Management Team and was now being taken forward

- 4 that the capital programme involved two major projects i.e. the recladding of the Whitehead Building which would be started in the Summer of 2007 and completed by December 2007 and the construction of a new building on the back field
- 5 the latter project was estimated to be finished by December 2008 and will replace temporary buildings; the costs of the whole programme would be financed by £6.3m from the HEFCE capital fund, £1m from savings and £2m from borrowings
- 6 the new Nursery was also a capital project and was planned as a system build on the land adjacent to the reprographics unit; building would start shortly and was planned to be ready for September 2007, this would double the number of Nursery places and fees would be based on a sliding scale according to income

8

APPOINTMENT OF NEW SECRETARY

Noted:

a letter had now gone from the Warden to Heads of Department advising them on the progress on the recruitment of a new Secretary and Registrar and although this was taking longer than had first been anticipated, this was not unusual when identifying candidates for a post of this seniority

9

DATE OF NEXT MEETING

Noted

the date of the next meeting of this committee would be Monday 20 February 2007