

**GOLDSMITHS
University of London**

COUNCIL

JOINT NEGOTIATION CONSULTATIVE COMMITTEE (JNCC)

Minutes of the meeting held on Wednesday 10 June 2009

Present: Mr Hugh Jones (Chair), Dr Natalie Fenton (UCU), Dr Des Freedman (UCU), Mr Chris Pearson, Prof Jane Powell, Ms Suzanne Stead, Miss Sally Townsend

In attendance: Ms Bunmi Odulaja (Secretary)
Ms Fatma Gormus (Note Taker)

1 APOLOGIES FOR ABSENCE

Noted;

(i) Dr Philip Broadhead, Dr Ben Levitas (UCU), Ms Denise Smith (UNISON)

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MINUTES

The minutes of the meeting held on 25 February 2009 were approved.

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MATTERS ARISING FROM THE MINUTES

Noted:

3.1

COLLEGE NURSERY

(i) The Pro-Warden (Students and Learning Development) had set up a working group to review nursery and childcare provisions.

(ii) It was reported that all those invited to be on the working group were:

- One representative of staff users
 - One representative of student users
 - One representative of Unison
 - One representative of UCU
 - President of GSU
 - One academic member of staff who is a HoD
 - One External member who has experience of childcare strategies (Suzanne Stine from the University of Greenwich)
 - The Pro-Warden (Students and Learning Development)
- and in attendance- College officers from HR, Finance, Student Support and Planning.

Unison had reserved their position on participation on the working party.

3.2 STATUS OF CATERING CONTRACT

Noted:

- (i) that the contract in operation is currently with Chartwells.
- (ii) It was confirmed that the Head of RCCS would be writing proposals for SMT to establish the way forward. If changes were proposed as a result which affected staff there would be a consultation exercise with the Unions.

3.3 WHISTLEBLOWING POLICY

Noted:

- (i) that the policy had been presented at Audit Committee for comments but was not yet agreed.
- (ii) It was reported that the Audit Committee would review the policy at its next meeting following proposals for amendments submitted after discussion between Trades Unions and The Registrar and Secretary .

3.4 NATIONAL PAY NEGOTIATIONS

Noted:

- (i) that negotiations were currently taking place at national level on this matter and it was intended that any award this year would be effective from 1 August 2009.

3.5 PAY FORUM

Noted:

- (i) that agreement had been reached on the issue of progression for 2009 and that the application process had now closed. All requests for extensions had been granted.
- (ii) It was expected that applications for progression would be considered by July 2009 and promotions would be effective from 1 September 2009. It was however recognised that timescales were very ambitious and it might be that full completion of the progression round would not take place before October. However, all progression decisions would be effective from 1 September 2009.
- (iii) The Director of Human Resources reported that there would be a published timetable for next year's promotion round by the end of November 2009.
- (iv) It was also reported that there was further clarity this year on progression for Research staff and Teaching only staff
- (v) The trades unions expressed some concern that opportunities for progression within and between grades would be limited by budgetary

constraints.

- (vi) The Director of Human Resources noted that progression this year had been provided for in the budget and noted that it had not been possible to fund accelerated progression within a grade due to resource constraints. He noted that budgets would remain very tight on current predictions, but was confident that the very competitive terms and conditions offered by Goldsmiths would continue to attract and ensure appropriate reward for high calibre staff.
- (vii) The Director of Human Resources reported that the discussion on hourly paid staff was progressing, although the process had been delayed due to complications with the collection of data and dealing with grouping members of staffs working hours and working duties. He reminded members that this was a very complex and onerous task and would not be easy to complete.
- (viii) It was reported that due to the delay, departments had been advised to use current arrangements for 2009/10. Contracts would be reviewed after discussions had been concluded.
- (ix) UCU reported concern and anxiety from their members on the delay.
- (x) The Director of Human Resources commented that he appreciated their concerns but reassured Union colleagues that a budget had been set aside to ensure that the potential costs of implementation would be met.
- (xi) UCU asked if there was a view as to how long Pay Forum would continue.
- (xii) In response, The Director of Human Resources commented that Pay Forum was still considering two important issues which were Progression and hourly paid staff. The Director of Human Resources confirmed that there would then be an Equal Pay Audit in late autumn 2009.
- (xii) It was noted that the Pay Forum was of course a sub-committee of JNCC and it was suggested that a further discussion on the matter should be discussed at the next JNCC meeting in October 2009.

3.6 REORGANISATION OF SUPPORT SERVICES

Noted:

- (i) The Registrar and Secretary reported that the internal candidates had been invited to an assessment centre on 11 June 2009. The Unions and the Registrar and Secretary would be engaging in further discussions on the new departmental structures in due course following the appointments of new Directors.

3.7 STAFF LEARNING COMMITTEE

Noted:

- (i) With regard to the proposal to establish a Learning Committee, the Director of Human Resources reported that it was not felt that another

committee would add benefit to the College and that specific Staff learning issues could be raised at JNCC, the HR Committee and at the Staff Development Network.

- (ii) The Union members commented that if the Staff Development Network is already covering the same issues, then Union involvement would be more beneficial. The Director of Human Resources extended an invitation to both Trade Unions to be represented on the Staff Development Network.
- (iii) UCU expressed concerns over the Performance Development Review as it was felt that there were no guidelines on the PDR process although members of staff were expected to take part PDR.
- (iv) The Director of Human Resources agreed that guidelines would be reviewed.

3.8 OCCUPATIONAL HEALTH

Noted:

- (i) UCU reported that there had been concerns raised from their members over some misunderstanding as to whether the service would be confidential as it is now in house.
- (ii) In response, the Director of Human Resources confirmed that although the service is based on campus once a week, the clinical files are locked away in the Medical room and only the Occupational Health Nurse has access to the files.

3.9 PSYCHOMETRIC TESTING

Noted:

- (i) The Union members requested more information on psychometric testing in relation to disability. The Director of Human Resources agreed to provide further information on psychometric testing and disability.

4.0 PROCEDURE ON MANAGEMENT OF DISPUTE RESOLUTION AND RECOGNITION AGREEMENT

Noted:

- (i) that there were no further comments from the Unions.

4.1 CONSULTATION

Noted:

- (i) UCU expressed disappointment with the lack of consultation on the restructuring of the four administrative departments. It was reported that although the consultation took place in November 2008, a number of concerns and questions had been raised but not yet addressed.
- (ii) UCU reported that their members were frustrated and felt that a consultation process had not taken place appropriately.

- (iii) UCU wanted to know whether there was a consultation procedure which both the College and the Unions could refer to. UCU offered to provide an example of a Consultation Procedure.

5 APPOINTMENT OF THE NEW WARDEN

Noted:

- (i) The Registrar and Secretary reported that a Search Committee had been established under the leadership of Christopher Jonas, with other members of Council including the Deputy Warden, Professor Simon McVeigh, the Dean of the Graduate School, Professor Carrie Paechter and next year's Students' Union President, to work with a team of executive recruitment specialists which would be appointed shortly. The process had begun with the hope of making an appointment next term, if an appropriate candidate had been sourced. All members of staff had been invited to send their views and comments which would be considered by the search committee in their work.

6 POINTS BASED IMMIGRATION RULES

Noted:

- (i) UCU expressed concerns over the lack of the College's own impact assessment in relation to equality and discrimination.
- (ii) The Registrar and Secretary commented that concerns were appreciated; however, the monitoring of students' attendance was not a new policy and the college had been monitoring for some years. Furthermore, we were obliged to comply with the current legislation and an impact assessment was therefore not relevant.
- (iii) The Director of Human Resources commented that £9 million of the College's income came from international students, and it would be very regrettable if any failure to comply with the law led to loss of our licence and consequent loss of this substantial proportion of our income.
- (iv) It was agreed that the Unions would meet outside of JNCC with the Registrar and Secretary and the Head of Student Support to discuss this matter further.

7 CLEANING STAFF

Noted:

- (i) The Registrar and Secretary reported that full TUPE transfer of cleaning staff due to be effective on 8 September 2009 transfers would not go ahead until the College was satisfied with regard to pensions provisions.

8**PROPOSAL ON TRUST SCHOOL**

Noted:

- (i) UCU expressed disappointment at the college's involvement in establishing Trust Schools and felt that they should have been consulted.
- (ii) They reported that a group of UCU members in the department of Educational Studies were dismayed at the proposals and felt that they compromised the professional and academic standing of Goldsmiths Educational Studies' staff.
- (iii) UCU requested that a recognition of their views and opposition to the partnership be included in the gcinfo which would be sent out shortly.
- (iv) In response, the Registrar and Secretary commented that this was not something which was conducted in secrecy as it had been discussed at the Academic Board. The consultation was currently live on the website and all comments would be welcomed until 20 July 2009.
- (v) UCU requested that a member of the SMT meet with the Head of Department of Educational Studies and all staff to discuss this further.

9**ANY OTHER BUSINESS**

Noted:

- (i) No other business

10**NEXT MEETING**

Wednesday 14 October 2009 4.00pm