UNIVERSITY OF ABERDEEN
PARTNERSHIP NEGOTIATING AND CONSULTATIVE COMMITTEE
MINUTE OF MEETING HELD ON 21 MARCH 2018

Present: Professor M Greaves (Convenor), Mrs C Inglis, Mrs A Innes, Mrs E Argo, Mr F Nicol, Ms C Cook (Clerk), Professor B MacGregor, Professor M Ross, Mr K Sadler, Mr D Dawson, Dr A Price

Apologies: Mr B Paterson, Mrs D Dyker, Mrs T White, Professor P McGeorge, Professor P Hannaford, Mr O Cox

1. MINUTES OF MEETING HELD ON 15 NOVEMBER 2017

1.1 The Minutes of the meeting held on 15 November 2017 were approved subject to a revision of 9.1. Unison, Unite, Prospect and UCU requested that under 9.1 the minute should read ‘UCU registered a failure to agree.’

2. MATTERS ARISING

2.1 Promotions Statistics

2.1.1 The Equal Opportunities Promotions statistics for Grades 5-9 had been circulated and Mrs Argo asked for similar data for Grades 1-4 to be provided.

ACTION: HR to provide Equal Opportunity Promotions statistics for Grades 1-4

3. FRAMEWORK AGREEMENT/REWARD STRATEGY WORKING GROUP

3.1 Professor Ross outlined the background to the working group. The Committee discussed the amount of work that required to be done by the working group and whether it would be more appropriate for one group to look at the Framework Agreement and another to look at the Reward Strategy. There was discussion around ensuring lower paid staff were also considered.

ACTION: Under Terms of Reference, Proposed Key Work Streams, add in the wording ‘also concentrate on lower paid staff’.

3.2 The Committee discussed the wording of the Terms of Reference and the number of Representatives from each union that should participate. The Unite and Prospect unions were content with the current representation. The Unison union would confirm at a later date whether they wished an additional representative and the UC union requested two representatives on the working group.

ACTION: First meeting of the working group to focus on the Framework Agreement and Professor Ross to work with UCU to provide proposed amended wording for the Terms of Reference to this meeting.
4. **PENSION UPDATE/INDUSTRIAL ACTION**

4.1 Professor Greaves invited Mr Dawson to give an update on the Industrial Action. Mr Dawson indicated that UCU were holding a National Congress on Friday 23 March and further information would be available after that. The Committee discussed the need to provide a Doctors Certificate for absence on strike days.

**ACTION:** UMG to review the need for staff to provide a Doctors certificate for strike days

4.2 Mrs Inglis advised that the UASLAS Pension Scheme contributions had changed with effect from 1 January 2018. The employee contribution was now 7.05% of salary and the employer contribution was 24.4%, which included an amount for deficit funding. There would be further consultation on the proposed changes to the pension scheme which would potentially change the contribution rates.

5. **CONSULTATION ON AVOIDANCE OF REDUNDANCY POLICY**

5.1 The revised policy had been approved by Court in December 2017. However Professor Greaves confirmed that it was intended that the 5 month consultation period would continue to be used until a broader review of the policy was undertaken. Mr Dawson stated again that UCU had failed to agree to the revisions to the policy. The other unions, Unison, Unite and Prospect reconfirmed that they had agreed to the revised policy but that they respected UCU's right to uphold the PWRA. The UCU requested that UMG to revert to the original policy and engage the dispute resolution procedures with UCU.

6. **PARTNERSHIP WORKING AND RECOGNITION AGREEMENT**

6.1 The Unite, Unison and Prospect unions confirmed that they were all content with the Partnership Agreement.

6.2 Mr Dawson made a number of further requests in relation to the Agreement, i.e. increasing the number of Union Representatives allocated facilities time, from 8 to 10 and requesting more detail on the allocation of facilities time. The Unite, Unison and Prospect unions reconfirmed that they were content with the current Agreement but agreed to accept the offer previously made by UMG to increase to 10 reps; and agreed in principle to UCU's request of having the UCU remission time written into the Agreement. Mr Dawson outlined the current arrangement for UCU was 0.2FTE for chair and 0.2FTE for secretary and requested the FTE be presented as one value with flexibility over how this is allocated to UCU representatives.

6.3 Mr Dawson repeated that it was impractical for UCU to complete the Facilities time spreadsheets as in his opinion the onus of reporting on Facilities time was on the employer, not the unions. Mr Dawson invited UMG to report using UCU's remission time.

6.4 Mrs Inglis commented, that in light of the discussion, that perhaps the Partnership Agreement was no longer appropriate. It would appear that the allocation of Facilities time and the JCCRA Committee worked well for all the other unions but not for UCU. Mrs Inglis asked those present to consider having a JNCC for two different bargaining groups and asked the Trade Unions to reflect on this proposal and report back.

**ACTION:** The unions agreed to consider the option of moving to two different bargaining groups and report back to PNCC.
7. POLICIES

7.1 Policy on Lecture Capture

This policy had been agreed by Senate and had been presented to PNCC for information only. Professor MacGregor noted that the students had been very supportive of the policy when it was discussed at Senate. Mr Dawson acknowledged that lecture capture had many positives but that a pertinent issue in the ongoing dispute was the use of recorded materials to undermine strike action. During the discussion of this item Mr Dawson was requested to moderate his comment and tone by two members of management present.

Mr Dawson advised further discussion on lecture capture would take place at the UCU Scotland Congress on Friday 23rd March and when advised that was not the remit of PNCC he commented that UCU would review how they would be advising members to respond the policy.

7.2 Policy on Honorary Appointments

This policy had been amended to add some content on ‘Conflict of Interest’ and had been approved by Policy Review Group and was now presented to PNCC for approval. Mr Dawson said that he would check with the UCU committee before confirming approval.

ACTION: Mr Dawson to confirm UCU approval of Honorary Appointments policy amendment.

8. PURCHASE OF ANNUAL LEAVE SCHEME (PAL)

8.1 The Committee discussed the figures which had been circulated. Mr Dawson commented on the application of the policy and asked whether, as participation in Industrial Action was now deducted at 1/365th per day, if there was scope for unpaid leave to be deducted at the same rate. Mr Dawson suggested some changes to the wording of the policy such that "it could not be envisaged" why a request would be refused which was not agreed. When asked, Mr Dawson declared a personal interest, but confirmed that he was acting on a set of instructions from UCU. UCU asked UMG to consider UCU's suggestion to deduct unpaid leave at 1/365th and to consider changing PAL such that refusal of a request "could not be envisaged".

8.2 Mrs Argo requested, that as the scheme was initially introduced as a cost saving measure that figures on the savings be made available to the PNCC.

ACTION: HR to provide figures on savings made through Purchase of Annual Leave Scheme to date.

9. A.O.B.

9.1 Student Occupation of University Office

The Committee discussed the recent occupation of the University Office, by a small group of students, in support of the strike regarding USS pensions. Mrs Inglis recognised the excellent work of security staff in supporting staff and students in a difficult situation.

Mr Dawson asked if the related incident in which a security staff member was hurt in the course of his duties was being investigated. Professor Greaves confirmed that it was.

9.2 Policy Review
UCU requested the Capability procedure and Internationalisation Policy be prioritised for review

11. DATE OF NEXT MEETING

11.1 The date of the next meeting of the PNCC is 16 May 2018 at 10.30 am, Room 100, University Office.