

THE UNIVERSITY OF READING

JOINT UNIVERSITY/UCU COMMITTEE

20/09 A meeting of the Joint University/UCU Committee was held on Wednesday 20 May 2020 at 10.30 am.

Present:

President of Reading UCU (Ms D Driver) (Chair)
The Vice-Chancellor
The Pro-Vice-Chancellor (Professor P Yaqoob)
Dr M Schroeter
Professor C Collins
Mrs S Pellow
Ms R Balestrini
Mr M McAulay
The Chief Strategy Officer and University Secretary
The Director of Human Resources

In attendance:

4 February 2020 were approved and signed.

19/19 NIRD Trust update to OfS

The update given to the OfS relating to the process for adjusting the arrangements for the trust had been circulated.

20/02 Risk Register for Microsoft Teams implementation

Comments had been passed onto the Director of DTS.

20/02 Right of appeal against redundancy

The Director of HR confirmed that he had sent a template letter and a recent update on a planned new workflow. Dr Schroeter agreed to make colleagues aware of it for information.

The Director of HR reported that no appeals against ending of fixed term contracts had been received in the last academic year, but that he would seek to give examples of previous appeals which had been received and how they had been processed. The Chair expressed an interest in getting the joint panel involved in this process and how to monitor fixed term contracts and their endings. It was queried what would happen in the current circumstances if there was an appeal against the end of a fixed term contract, and how it would be handled

remotely.

20/04 Hay Review of Grade 9 non-professorial staff

The President of UCU confirmed that they had received some further information on the Hay Review and were conferring with members to see if there were any further queries.

20/04 Grievance policy review

Dr Schroeter confirmed that [redacted, section 40] had agreed to be involved in this review.

20/04 Request for observer status at Council

The Vice-Chancellor had made a formal request to the President of Council that the incumbent of President of Reading UCU was invited to attend Council meetings as an observer and was waiting for a response.

20/11 Report of the Vice-Chancellor

The Vice-Chancellor reported on various subjects:

Student recruitment and financial support

The Vice-Chancellor clarified that in his report to Senate there was a degree of uncertainty about what financial support might be receivedrmt15ort 15.1 (d)11 ga

- (h) The potential negative publicity of the University's need to make significant savings and its effect on students and applicants was being actively managed;
- (i) UCU's request that an Equality Impact Assessment would be part of the process was noted;
- (j) As mentioned in the Vice-Chancellor's e-mail on the subject, he was not prepared to agree that Reading UCU could share the University's management accounts with their proposed external advisor, given the University's experience of his previous dealings with the University; rather, he repeated his offer that Reading UCU pass their detailed financial questions to the University's Director of Finance, Andrew Grice, who was well placed to provide the explanations sought;
- (k) In terms of financial impact on this year, originally a £20m shortfall forecast from refunded halls fees had been reforecast as £10m because more students than expected had stayed in halls; an additional £5m shortfall from catering and conference income was also forecast;
- (l) The Vice-Chancellor confirmed that there were no issues relating to loans currently held by the University and that he would check that the revolving £50M credit facility was fully utilised.

ACTION: Vice-Chancellor

- (m) As part of the work of the Major Recovery Team, access to equipment to support remote and on-line learning was being prioritised. In addition, staff would be able to book space on campus in order to record their lectures whilst adhering to social distancing rules – it was

20/15 Dates of meetings in the Session 2019-20

It was noted that meetings of the Joint University / UCU Committee in the Session 2020-21 have been scheduled provisionally for:

Thursday 5 November 2020 at 2 pm

Tuesday 2 February 2021 at 10.30 am

Wednesday 19 May 2021 at 10.30 am

Minute and action	Action for	Outcome
19/19 <u>Matters arising from previous meeting:</u> <u>NIRD Trust update to OfS</u> The Vice-Chancellor to provide the recent update given to the OfS relating to the process for adjusting the arrangements for the trust.	Vice-Chancellor	Complete
20/02 <u>Matters arising:</u> <u>Risk Register for Microsoft Teams implementation</u> The University Secretary to pass the comments on the risk register back to the Director of IT. <u>Right of appeal against redundancy</u> The Director of HR to send to Dr Schroeter the template letter, plus examples of letters sent on those occasions, together with an account of the numbers of appeals, if any.	University Secretary Director of HR	Complete

20/04 Report of the President of Reading UCUHay Review of Grade 9 non-professorial staff

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