**LONDON’S GLOBAL UNIVERSITY**

**Joint Consultative Negotiating COMMITTEE**

**Monday 26th June 2023**

**at 11:00am to 12:20pm**

**Microsoft Teams Meeting  
  
M I N U T E S**

**Present:**

Anthony Smith Vice-Provost (Faculties) (Chair)

Donna Dalrymple (DD) Chief People Officer

Rebecca Edwards (RE) Director of Employee Relations, Policy & Strategy

Lorren Rea (LR) Head of HR Employment Policy

Shelley McPherson HR Employment Policy Manager

Vincent Preece HR Employment Policy Manager

Barbara Robertson HR Employment Policy Advisor

Claudette Andre HR Employment Policy Administrator

Jessica Yuille Director of Financial Planning and Analysis

Ian Dancy Executive Director of Operations

**UNISON:**

Jo Tapper (JT) Joint Branch Secretary and Joint H&S Officer

Jacqueline Sheehan (JS) Joint Branch Secretary

**UNITE:**

David Ladd (DL) Branch Secretary

Andy Murray (AM) Unite Regional Officer

**UCU:**

Sean Wallis (SW) Branch Secretary

Ilektra- Athansia Christidi Co-Vice President

**Apologies**

Sam Ferman (SF) UNISON Area Organiser  
Holly Smith UCU Co-Vice President

1. **INTRODUCTIONS**

The Chair welcomed everyone and introduced new members of the HR Policy Team.

1. **accuracy of MINUTES**

The meeting was asked to agree to the minutes from previous meetings.

**Action: TUs to confirm accuracy of 4 sets of previous minutes by end of Weds 28/6/23. No comments were received and so the minutes have been accepted.**

1. **ACTIONS** (FROM 27 MARCH 2023)

An update on Actions from previous meeting was provided.

1. **FINANCE PROGRESS UPDATE**

Finance provided an update on the current year and the years to come.

1. **LONDON ALLOWANCE**

Management provided an update on the proposed increase to London Allowance. Welcomed written comments from the unions but confirmed it will now be implemented. There will be further rewards strategy options which will be ready soon and up for discussion.

**Trade Unions** welcome the move forward, but noted the increase was not to the level the TUs had requested.

**Action: TUs to give any comments on the proposed uplift of London Allowance by Friday 30th June 2023. In the meantime, UCL will be going ahead to communicate and implement this.**

1. **DEDUCTIONS FOR MAB**

**Management** gave an update on the current position and confirmed UCL continues to receive grievances and not all would be reviewed by the deduction’s deadline for July. Each grievance will be reviewed individually, and communication made to all staff with next steps. The likelihood is that deductions will not take place in July, but staff will be notified in due course.

**UCU** requested an extraordinary JCNC on this for a wider discussion.

**Action: Management to schedule a further meeting with the trade unions regarding MAB deductions and pay negotiations.**

1. **JOINT UNION - UCL LETTER TO UCEA TO RE-OPEN NEGOTIATIONS**

**UCU** requested a joint statement from UCL and TUs to UCEA asking to continue negotiations. Members and students have written letters to Provost, however responses received have indicated that this isn’t in UCL’s hands.

**Management** explained some of the issuesthat UCEA faced with the lack of a mandate in some areas making a resolution to this difficult but emphasised the need for UCL to continue talking with the unions.

1. **RE-STRUCTURE OF SECURITY TEAMS BY BIDVEST-NOONAN**

Management provided an update on the re-structure of Bidvest-Noonan’s security teams.

**Trade Unions** expressed concerns at the treatment of outsourced staff, pay and terms of contract and reiterated the belief that outsourced staff should be insourced and become employees of UCL.

**Management** expressed willingness for an honest and robust conversation regarding insourcing and outsourcing.

**Action: Management will include the Trade Unions in wider discussions on this, outside of JCNC, after further meetings**.

1. **AOB**
2. **DATE OF NEXT MEETING – Thursday, 28 September 2023**
3. Minutes of WHSC meetings are published here: <https://www.ucl.ac.uk/governance-compliance/committees/work-health-and-safety-committee/work-health-and-safety-committee-meetings>