## Joint University/UCU Committee

21/29 A meeting of the Joint University/UCUCommittee was held of hursday 4 Novemb 2021 at 4.00 remotely, via Microsoft Teams.

Present

was notpossible to recruit the volume of international studthats could be achieved by external provider, who had the benefit of a stronger network of aglents lation to space, the University was working towards making more efficient use of its constate, including rental agreements with the Royal Berkshire Hospital as well as various cafes and outlets highlighted that increased recruitment and better use of space when the essential for the University's financial viability. The intention tostrengthen direct relationships with agents as part of broader plans to grow the Partnerships ffice was also confirmed which would then enablegreater control of how international students were recruited CU representative equested that lear guidelines and boundaries be is placeto manage the expectations of staff undertaking work for CEG compared with those of UoR staff/ich Chancellor advised that

[Post-meeting notethe Deputy Vice Chancefloequested thanformation regarding the role of local HSCsin providing advice be included a communication from the MRT the following welley also asked the lealth & Safety Services Director a director of Technical Services consider the visibility of HSCs and was advised the lafety Note 26 on the role of HSCs was due for review shortly Additionally, here was a new dearning module on risk assessments available to all staff on UoRLearnand another on Health & Safety Management wouldn't available of the local HSCs was due for review shortly additionally, here was a new dearning module on risk assessments available to all staff on UoRLearnand another on Health & Safety Management wouldn't be available.

UCU representativesighlighted that while vaccination was versignificant it was also important to take a measured approach and keep in mind the continuing / impetications of infection, including on family membersandthe impact of Covid on staff who had existing vulnerabilities and disabilities It was noted that research on long Covid was continuing to emergeon cerns were raised UCU regardingcolleagues who, for whatever reason, did not want to return to carrheusmessaging statedthatthey needed to assurance was soughthat each case would be dealt with nitively and personal circumstances would be taken into accoather than the application of disciplinary proceduresThe Director of HR confirmed that the University would always expect Line Managers to be sympathetic and deal with any such requests redalsycemed consistely, in any circumstancest was however highlighted thatt was not necessarily/waysin the best interest of colleaguesote encourage to stay away rom the University if an individual's concern snight be considered irrational for exampleit would be importanto work carefully withthemthroughOccupational Health and their Line Managel/CU representatives queried at action a member of staff should take if they were living with othersho were testing positiver Covid but were not themselves testing positiveThe Deputy Vice Chancellandvised that PHE guidance should be followind such a case- a pragmatic decision to staff campus might also be taken following discussion with the individual's Line Manager. UCU representatives uggested that a more explisitatement on this would be usefulhowever the Deputy Vice Chancellor noted that asuch decision would pend on a variety of factors and blanket statement would not be appropriatewassuggested thathe Covid inbox could be used to assist with enquiries such as this.

In relation to ECMWF, UCU representatives advised that concerns remained retractingact on the Art department particularly in the context of the Augar review and noted increase in costs of the new Art building. It was also queriet what extent colleagues within the Art department were aware of current plans to was confirmed that staff in Art had been aware of developments for some time and had been very constructly engaged in the process so the was noted that certain dumentation had been sent to the President of Reading Leagues ting the strictest level of confidence durther clarity was requested on what this meant in terms of consultation with Utactice Chancellor confirmed that the was provided for the attention to Branch Committee only, not integrates it was necessary to go through a formal tendering process for the Art build was important that the figures not be in the public domaito ensurabest value for the tender was agreed that further clarity would be helpful as to the level of confidentiality required when documents were shared with UCU e.g. that 'immediate branch colleagues' included the UCU Regional Official UCU representatives queried why there was a separate paper our Art the Vice Chancellor responded that had been agreed that information on ECMWF be shared with Senate, UCU and the Staff Formitrally capital projects below that level would not brecluded aspart of that process.

## 21/36 Update on the local UCU claim

UCU noted that the maining element of the claim was in relation to the next few weeks to establish a sub

the need tensure that there were not any unintended consequences rogress of the gender pay gap that could impact on other pay gap that could impact on other

Action: President of Reading UCU

UCU requested update of the progress focus groups eviewing workload and was advised that dates for the would be confirmed by the was noted that UCU had launched be actional survey on workload – the UCU Regional Official highlighted that the progress was open to everyone in the sector, not just UCU members and suggested that the University might consider sharing this information. They also noted that here had been specific section to workloads in a previous agreement was consistently identified as a key issue of concern to members and, while focus groups had a vital role in this, it was also hoped to progress the negotiation that the University had agreed to in principle.

In relation to the Portfolio Review, UCte presentatives expressed concerns around they cleatine rationale behind this and the fact that would be a significant projector gressed at speed inch

There was no other business discussed.

## 21/41 Date of next meeting

Tuesday 1 February 2022