# **Summary notes from informal consultation meeting between the University and the Trades Unions**

**23 October 2023**

**Online via Teams**

**Present:**

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| Dr Markos Koumaditis | Dr David Chivall, Vice-President, UCU |
| Dawn McNish, Head of Employee Relations | Rod Bowes, Branch Chair, Unison |
| Ruth Kinahan, Policy Manager | Peter Belk, Branch Chair, Unite |
| Kathryn Fairhurst Jones, HR Policy Officer | Dr Tim La Rock, UCU |
| Laura Epton, EDU | Jenny Brannan, Branch Secretary, Unite |

## **Agenda**

1. Harassment policy (Laura Epton)
2. Pay and conditions review (Markos Koumaditis)
3. Travel update (provided in writing by Ed Wigzell)
4. AOB
   1. Motion to UCU on Palestine
   2. Gender Pay Gap working group
   3. FTC meeting with Unions
   4. USS

## **Notes**

1. **Harassment policy** (Laura Epton)

* Laura presented an overview of changes proposed to the bullying and harassment policy and procedures following on from the publication of the Wellcome Trust’s new policy on Bullying, harassment, abuse and harm which requires the University to broaden out some of the language in our current policy.
* Dawn emphasised that as well as the formal routes, HR would be putting in place more mediation and informal resolution to avoid problems developing.
* In discussion it was emphasised that the organisation needs to do more to assert that these behaviours are unacceptable, and where they are reported they should be looked into quickly.
* Markos made clear that Values and Behaviours would be an important part of the future People Strategy, and there would be changes to the way HR Business Partners work to facilitate these changes. Volunteers from the Unions were requested for the bullying and harassment/grievance work.

1. **Pay and conditions review** (Markos Koumaditis)

* Markos shared [the slides](https://hr.admin.ox.ac.uk/pay-and-conditions-staff-consultation) which were presented at the Pay and Conditions forum in October, and the timeline for the review where a report (focused on analysis) would be presented to the Vice-Chancellor before Christmas. There had been significant staff engagement during the autumn which would contribute to the report.

1. **Travel update** (provided in writing by Ed Wigzell)

* Kathryn read out a travel update provided by Ed Wigzell:

1. **AOB**
2. Motion to UCU EGM on Palestine
3. A Union volunteer was sought for the first meeting of the Gender Pay Gap working group tomorrow.
4. USS. The member consultation was ongoing.
5. FTC data
6. David asked whether the SUMS report on Cont Ed could be shared, which Ruth agreed to look into. [Ruth forwarded the report on 24 October.]

**Next meeting:** 28 November at midday

**Action points**

1. Unions to propose a member for the Gender Pay Gap working group.
2. HR Policy team to set up a meeting about FTC data.
3. HR to share the SUMS review on Cont Ed when available.