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

**11 September 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 Hannah Fair, UCU |
| Les Wright, Head of Health and Safety | Jenny Brannan, Branch Secretary, Unite |
| Professor Tim Soutphomassane, Chief Diversity Officer |  |

## **Agenda**

1. Welcome
2. Introduction to Professor Tim Soutphomassane
3. Work-related Stress (Les Wright)
4. HRD’s update
5. AOB

## **Notes**

1. **Welcome**
2. **Introduction to Professor Tim Soutphomassane**

* Professor Soutphomassane introduced himself and his role.
* Ms McNish updated the group on the mediation training that she had mentioned in earlier meetings.
* Dr Koumaditis asked Professor Soutphomassane to return to a future meeting of the group and update them on future work.

1. **Work-related Stress**

* Mr Wright set out that the Safety Executive Group (SEG) would be considering a paper proposing further work on work-related stress over the next few months, prior to returning with a more developed proposal in the new year.

1. **HRD’s update**

* Dr Koumaditis said that the University would respond to the employer consultation on USS this month, and an employee consultation would commence afterwards.
* Dr Koumaditis set out that the staff survey results had been analysed over the summer, and he would be happy to share more information with the group.
* The UCU had notified the University of a further ballot for industrial action, which would be discussed at a later meeting.
* On the Pay and Conditions review, staff focus groups would be carried out shortly, and the review was still focusing on collecting and analysing data. He would provide a further update in October.

1. **AOB**

* The next meeting is on 26 October at midday.

**Action points**

1. Professor Tim Soutphomassane to be invited to a future meeting.