

CHAIR'S DRAFT OF MINUTES OF THE MEETING OF THE USS NATIONAL DISPUTE COMMITTEE

Held at UCU Head Office Carlow St. London

October 26th 2018 10.30-2.30

ATTENDEES:

Elected Members:

Bruce Baker (Northern) by phone at 11am

Andrew Chitty (South East)

Karen Evans (North West) by phone

Deepa Govindarajan Driver (South) Chair

Jo Grady (Yorkshire and Humberside)

Susanne Hakenbeck (Eastern and Home Counties)

Gholam Khiabany (London)

Rebecca Richards (West Midlands)

Tim Wilson (Scotland)

Apologies – Linda Moore (NI), Joao Florencio (LGBT + Members), Blaise Nkwenti-Azeh (Black Members), Douglas Chambers President Elect Observer

Standing Committees

Sue Abbott (Women Members) arrived 11.20

Themesa Neckles (Disabled Members)

Sam Morecroft (Anti-casualisation)

Invitee Renee Prendergast Chair of the Superannuation Working Group (SWG) from 11.35 not present for motions item.

Officials

Paul Bridge (Head of Higher Education)

Christine Haswell (National Pensions Official)

Matt Waddup (National Head of Policy and Campaigns)

Proceedings:

Following a welcome to all and a round of introductions. The Chair asked for clarity on whether NDC could submit motions to the forthcoming Special Higher Education Sector Conference on 7th November. Paul Bridge advised that the NDC did not have the constitutional power to submit motions to SHESC, but motions could be passed to the Higher Education Committee meeting on 1st November who could submit them to SHESC on the NDC's behalf. He would ensure that the chair was also given 15 minutes speaking time at SHESC to give an update on the NDC.

1. The meeting discussed the inaugural NDC minutes. During the meeting amendments were made to points 4(e)v. and 5(c) of these minutes.

(a) It was **AGREED** that the official would provide the minutes based on the headings: Discussed, Agreed, Expressed Concern, and Requested, together with action and wording of motions. There was a discussion about timing. Officials agreed 5 working days for a draft to go to Chair, then a few working days for committee to comment and then the revised draft (Chair's Draft) to go on the website in 8 working days. Once agreed at the next meeting the final minutes would replace the Chair's Draft.

(b) It was **AGREED** that if someone wanted something specifically minuted that would be done.

2. There was some discussion around the NDC website and mail box.

It was **AGREED** that an NDC mailbox would be set up and 3 members of the committee would respond to the mailbox with decisions of the committee. If there was no decision then a holding reply would be allowed.

3. There was a discussion of the paper on the JEP 1st report which had been produced by the working group set up at the last meeting. The Chair thanked the working group for their paper.

It was **AGREED** to adopt the paper with some minor amendments as a statement from NDC to SWG and to publish it on the NDC website.4. Renee Prendergast, chair of SWG, joined the meeting for about an hour to answer questions on the state of play following the JEP's 1st report. Renee emphasised that this report represented a considerable improvement by comparison with the position previously taken by USS and warned of the risks of attempting to reopen it on the basis of Sam Marsh's reanalysis of Test 1.

Renee was asked whether SWG had asked NDC at its first meeting to endorse their statement of 18 September on the JEP's first report (included with the report from Paul Bridge to the first NDC meeting). Her memory was that SWG had not specifically asked NDC to do so.

In discussion Paul Bridge confirmed that following a relevant HESC decision the policy of the Union is 'no detriment'.

The Chair thanked Renee on behalf of the committee for attending.

5. It was **AGREED** to submit two motions to SHESC via HEC, as suggested by Paul Bridge, as follows:

Motion 1

Conference:

Notes the report from NDC to SWG.

Believes that there is no justification for any reduction in benefits or increase in employee contributions in the current valuation round.

Resolves to ballot members for industrial action if UUK attempts to impose either of these, with a recommendation to vote 'yes'.

Motion 2

Conference:

Notes the report from NDC to SWG.

Resolves to demand that:

1. UUK and employers apologise to their staff and students for their role in triggering the dispute
2. Employers reimburse staff their lost earnings resulting from the strike
3. Employers compensate students for lost teaching resulting from the strike.

The first motion was unanimously carried, the second was unanimously carried except for one abstention.

NDC began discussing a third motion, calling for JEP to issue a supplement to its 1st report addressing the test 1 re-analysis, equalities and historical underpayments by employers. However there was not enough time to reach a conclusion on this.