



**MINUTE OF SCOTTISH EDUCATION REGIONAL INDUSTRIAL SECTOR  
COMMITTEE MEETING HELD ON  
WEDNESDAY 31<sup>ST</sup> AUGUST 2016  
UNITE OFFICES, GLASGOW**

<b>ATTENDANCE:</b>	Colin Rae	Abertay University (CHAIR)
	Cindy Callaghan	Glasgow University
	Kirsty Devine	West College Scotland (Paisley Campus)
	Robert Liddell	Glasgow Caledonian University
	Stewart Forrester	Strathclyde University
	Derek Hutchison	Strathclyde University
	Brian Donoghue	St Andrews University
	John Neil	Glasgow University
	John Watt	St Andrews University
<b>EX OFFICIO:</b>	Alison Maclean	Regional Officer
	Jamie Caldwell	Community Organiser & Guest Speaker
<b>APOLOGIES:</b>	Chris Kennedy	Glasgow University
	Gary Hannan	Dundee University
	Brian Paterson	Aberdeen University
	Mike McCartney	National Officer

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**MIN NO**  
**1/16**

**GUEST SPEAKER – JAMIE CALDWELL**

Jamie Caldwell gave a very well received presentation on the role of Community Organising. He stressed the importance of linking in Community and industrial membership as a means to organising across colleges and universities. There is a strong cohort of young student activists in Fife and Edinburgh who have been involved in the “Better than Zero” campaign against precarious working practices and zero hours contracts. Unite Community are also involved in forthcoming Fresher’s Weeks at many universities and it was agreed that Jamie would send details of which Universities Unite Community would have a stall at so they can link in with industrial activists to highlight the ongoing pay dispute in HE. It is hoped that Unite Student Societies can be established across the Education sector.

Jamie also showed a couple of videos with young member Erin McAuley making a speech on the challenges she and many other young people from under privileged backgrounds

face in accessing higher education. Another young member from Aberdeen questioned to Jeremy Corbyn about the wider impacts of the downturn in the oil and gas industry. Jamie agreed to send links to both videos.

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**MIN NO**  
**2/16**

### **HE PAY DISPUTE**

NISC delegates reported that it was agreed to ballot for industrial action following lengthy debate post the outcome of the Pay consultative ballot, A NISC Pay Sub Committee has been established. The UCEA employers have gone ahead and imposed the 1.1% pay offer. A series of action is planned in the event of a YES vote with the first national day of action scheduled for 11<sup>th</sup> October. Subsequent action is likely to involve a more localised, targeted approach.

It was noted that those on lower Bands 1-3 would not have any pay increase imposed at this stage and there will be no impact for most in any event. There was a general discussion where delegates gave feedback about the views on taking industrial action of members across their institutions. There was mixed feedback and all agreed the important message was to ensure members voted, the ballot period is 30<sup>th</sup> August – 21<sup>st</sup> September.

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**MIN NO**  
**3/16**

### **FE PAY DISPUTE**

Kirsty Devine and Alison Maclean reported on the ongoing dispute across FE colleges. Members earning over £22,000 have been offered a flat £230, those earning less than £22,000 have been offered £400. This compares to £450 for lecturing staff and added to concern about lack of progress on harmonisation discussions.

Following a consultative ballot, Unite did not get a mandate to ballot for industrial action, Unison members will be on strike on 6<sup>th</sup> September and our members will be asked to support their striking colleagues. It was agreed that guidance would be sent to members on how to support action when they are not directly involved in the strike including guidance on secondary action.

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**MIN NO**  
**4/16**

### **100% ORGANISING CAMPAIGNS**

Current membership in Scotland across the HE and FE Sector stands at 2309, with 87 joiners since the last meeting and 82 leavers. A further breakdown of membership across HE both

in Scotland and nationally was provided with a request to email this to all delegates.

Cindy Callaghan reported that the Glasgow University 100% campaign is making steady progress. Alison Maclean reported that 100% Campaigns in Glasgow have been widened to include Strathclyde, Caledonian and the Glasgow School of Art as part of the ongoing pay dispute.

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**MIN NO**  
5/16

**MINUTES OF LAST MEETING**

The minutes of the previous meeting held on 18<sup>th</sup> May 2016 were agreed.

**MIN NO**  
6/16

**MATTERS ARISING**

Minor typographical errors in the minutes were noted

In relation to Minute 1/16 Strategy for Growth - Alison Maclean confirmed that there was currently no central organising resource available for campaigning across the sector following Roz Foyer's attendance at the last RISC in May.

In relation to Minute 3/16 Delegates to National Policy Conference – it was agreed that this would be held over to the next meeting and that Cindy Callaghan would speak to the National Officer.

In relation to Minute 5/16 delegates were asked to confirm which Job Evaluation System was in place at their University. Alison had spoken to Education Officer, Jim Aitken, who advised that Job Evaluation training could potentially be offered to RISC delegates but branches may need to meet costs. HERA operates at Abertay, Glasgow Caledonian University and St Andrews. Hay operates at Glasgow, Strathclyde and Edinburgh.

Delegates were asked to provide a copy of their Job Evaluation Scheme and provide further confirmation of what scheme operates at their institution.

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**MIN NO**  
7/16

**CORRESPONDENCE**

Alison Maclean provided the committee with details of forthcoming meetings and asked for the RISC to provide feedback and any agenda items:

- STUC FE/HE Forum – 1<sup>st</sup> September
- HE Governance Meeting – 21<sup>st</sup> September
- Meeting with Convenor Elect Universities Scotland – 28<sup>th</sup> September

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**MIN NO**  
**8/16**

**ELECTION OF FEMALE DELEGATE TO NISC**

Kirtsy Devine was elected unopposed to the vacant women's seat. Alison Maclean will advise Mike McCartney's office.

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**MIN NO**  
**9/16**

**NATIONAL COMMITTEE REPORT**

Cindy Callaghan gave a verbal report but advised that much of her report had already been covered under the HE Pay Dispute. In addition Cindy reported on some changes to pension schemes.

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**MIN NO**  
**10/16**

**REGIONAL COMMITTEE REPORT**

Robert Liddell was not in attendance at the last meeting due to illness, therefore no report was available. Robert reported to the committee that the good spread of delegates who formed part of the Scottish delegation to Conference and how active the delegation was had been noted at national level.

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**MIN NO**  
**11/16**

**BRANCH/WORKPLACE REPORTS**

Circulated:

Aberdeen University – C Rae reported on poor staff survey results and success of Summer Party. It was also noted that the Equality & Diversity Committee has been disbanded with further discussions expected.

Dundee University – C Rae supplemented the main points from the report in G Hannon's absence including ongoing staff reorganisation.

Edinburgh University – B Donoghue supplemented his report including the review of the Estates Dept and asked for any

agenda items for the Estates Sub Committee meeting on 18<sup>th</sup> October to be sent to him.

Glasgow Caledonian University – R Liddell reported on discussions held at the JCC and that the portfolio review is a concern.

#### Verbal Reports:

Glasgow University – issues in Estates & Buildings with potential introduction of biometric testing. Alison Maclean agreed to follow up with Legal on receipt of further information. The union are also getting organised in Estates & Buildings and the reps are hoping to adopt a model that they can roll out across the rest of the University. Glasgow also reported that reps are involved in discussions on job role profiles/families and the regrading policy where there has been an opportunity to provide significant input.

Strathclyde University – there is a new committee member from Security though concerns flagged about number of ongoing grievances in Security. The reps are more involved in workshop inspections and are working more closely with management to make improvements.

St Andrews University – 2 new members recruited to the committee, time off for trade union duties and who is paying for reps time off has been raised at the JNC. A new Safety Officer has been appointed, he is an ex HSE employee and is engaging well with the reps. New Principal starts in November and a meeting will be organised with union reps.

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**MIN NO**  
**12/16**

#### **REGIONAL OFFICER REPORTS**

Alison Maclean asked the RISC to respond to calls for feedback and evidence ahead of meetings she was attending as per minute 7/16 above.

No reports were submitted and Alison confirmed she would ask Regional Officers to submit any relevant reports for future meetings,

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**MIN NO**  
**13/16**

#### **CONSTRUCTION PROJECTS IN THE EDUCATION SECTOR**

Cindy Callaghan, Alison Maclean and Stephen Deans (Lead Officer for Construction in Scotland), have had further

meetings with the University and they are generally supportive of the Unite Charter for Construction which was presented to them. There are 2 contractors with final selection due early 2017 at which point a further meeting will be arranged to meet the contractor who will be a single delivery partner.

The new University construction project which is estimated to cost £600m for the build of a new sports complex by 2018 was also discussed and it was agreed that Alison Maclean would follow up and action with RISC delegates

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**MIN NO**  
**14/16**

**AOCB & DATE OF NEXT MEETING**

The next RISC will be held on Wednesday 23<sup>rd</sup> November at the Unite Edinburgh Office.