



UNITE EDUCATION SECTOR

RISC MEETING – 24 February 2016

Glasgow University Group Report

(Cindy Callaghan)

Restructuring and Consultations

Small Animal Hospital in Vet School

Formative proposals have been put forward to increase the number of Grade 6 and Grade 5 posts, to be populated from existing staff.

Thurso Street Stores

A minor restructure is being undertaken that will resolve longstanding "acting up" arrangements by giving existing staff the opportunity to apply for a new supervisory position.

Library

Since the last meeting of RISC the proposed changes to the Library have now been implemented. A number of changes were made to the proposals during the consultation process based on feedback from the UNITE and Unison. Ultimately a number of impacted staff were successfully redeployed to other roles whilst a small number took voluntary redundancy.

Hunterian Front of House

Final Proposals on restructure and shift rotas after consultation with staff and unions was put forward to UNITE at a meeting on Monday 22 February.

All rotas save 3 have seen a slight increase in hours and have been reworked to service business needs and to take into account as much as possible the staff preferences. 3 affected part time assistant roles who face a reduction in hours will be consulted with and if necessary roles will be opened to application.

There are 26 positions overall as follows:

4 Supervisors; 4 Full Time Assistants and 18 Part Time Assistants

Zero hours – more staff than jobs. They will be met with separately to discuss.

Meeting to be held with staff on Monday 29 February to present the final proposals which will be attended by UNITE

Estates and Buildings

Consultation has commenced with the trade unions and staff regarding some proposed changes to three teams within Estates and Buildings. The proposals would result in a number of roles closing as well as others being created. This is to enable the Service to organise and prepare for the campus redevelopment work which represents a significant change of focus and requirement for the Service. A number of individuals are potentially at risk as a result of these proposed changes and consultation is continuing.