



**MINUTE OF SCOTTISH EDUCATION REGIONAL INDUSTRIAL SECTOR
COMMITTEE MEETING HELD ON
WEDNESDAY 23rd NOVEMBER 2016
UNITE OFFICES, EDINBURGH**

ATTENDANCE:	Colin Rae	Abertay University (CHAIR)
	Cindy Callaghan	Glasgow University
	Chris Kennedy	Glasgow University
	Gary Hannan	Dundee University
	Stewart Forrester	Strathclyde University
	Derek Hutchison	Strathclyde University
	William McLachlan	Strathclyde University (Observer)
	Tanya Forsyth	Strathclyde University (Observer)
	Brian Donoghue	Edinburgh University
EX OFFICIO:	Alison Maclean	Regional Officer
	Mary McLaughlin	Legal & Affiliated Services Co-ordinator
APOLOGIES:	Robert Liddell	Glasgow Caledonian University
	John Watt	St Andrews University
	Brian Paterson	Aberdeen University
	John Neil	Glasgow University
	Mike McCartney	National Officer
	Tam Connarty	Unite Legal Officer Scotland

MIN NO
1/16

GUEST SPEAKER MARY MCLAUGHLIN

Mary provided an overview on the many legal and affiliated service benefits on offer to members and encouraged delegates to promote these through their membership networks. Pdfs and copy literature on all services are available at all regional offices. Tam Connarty had been unable to attend but it was hoped he could attend a future meeting.

MIN NO
2/16

100% ORGANISING CAMPAIGNS AND MEMBERSHIP

Alison provided an update on current 100% campaigning activity across the sector and updated membership figures. Whilst number of new joiners is encouraging, we are also losing members and much work requires to be done to build membership across the sector. This fits with the NEIC

Strategy following the outcome of the recent pay ballot. Delegates commented that Unite's membership rates were higher than many competitor unions and that we also have a more diverse membership. All were encouraged to promote the wider membership benefits such as Legal & Affiliated Services. Concern was also expressed about the lack of central organising resource allocated to the sector. Delegates were asked to feed in specific ideas, including what had worked well at their institutions in regard to recruitment and campaigning activity. This should be provided to Scottish NEIC delegates ahead of their next national Strategy Meeting.

MIN NO
3/16

MINUTES OF LAST MEETING

The minutes of the previous meeting held on 31st August 2016 were agreed and one minor typo was noted.

MIN NO
4/16

MATTERS ARISING

There were no matters arising.

MIN NO
5/16

CORRESPONDENCE

Gary Hannan supplemented his written report on the meeting he had attended with Universities Scotland on 28th November 2016. The main concern is funding and the potential impact of BREXIT.

MIN NO
6/16

PAY AND INDUSTRIAL STRATEGY – HE AND FE

Alison Maclean updated the Committee on the current pay offer and ongoing dispute on FE pay.

Stewart Forrester and Cindy Callaghan provided a verbal report on the outcome of the recent HE pay ballot which rejected industrial action. Concern was expressed over the turnout at the ballot which was lower than anticipated. Discussions on the next pay round commence in March 2017 and after a lengthy debate it was agreed that the Scottish NEIC delegates would report the following view from the Scottish Education RISC:

That a full positioning pay claim is drawn up after careful analysis with the support of Unite's Research Department with a view to submitting a claim for RPI plus 1% or alternatively a flat rate minimum pay increase of £600 across the board.

MIN NO
7/16

NATIONAL COMMITTEE REPORT

Cindy Callaghan highlighted the increasing trend of outsourcing and changes to terms and conditions nationally across Universities. A presentation had been held at the NEIC on the potential impacts of BREXIT and it was noted that the Principal at Southampton University is a representative on the Government Task.Force.

It was agreed that Unite need a strategy at national level seeking job security for our members. There is a Unite publication "Brexit on our terms" and it was agreed to obtain copies for Scottish RISC delegates.

MIN NO
8/16

REGIONAL COMMITTEE REPORT

No report was available and it was understood that Robert Liddell had not attended the last meeting. It was requested that the minutes from the Regional Committee were sent to the Scottish RISC delegates once available.

MIN NO
9/16

BRANCH/WORKPLACE REPORTS

Written reports were circulated and supplemented as follows:

Abertay University – C Rae highlighted the constructive meeting with the Leadership Foundation. There is an ongoing review of the Copyshop and Support Enquiry Zone at Abertay and the lack of consultation was noted. The H&S Committee had raised concern about fines against employers by the English Sentencing Council.

Dundee University – G Hannan highlighted concern over facility time as well as UCU having an automatic right, as supported by HR, to represent Grade 6 and above. Alison Maclean suggested that this should be escalated in the first instance via his Regional Officer. Gary also reported that more senior roles were being created whilst lower graded roles were being lost.

Edinburgh University – B Donoghue supplemented his report commenting that following the previous review of the Estates Dept where members left on voluntary terms, the University were now recruiting as there are not enough people in role.

Glasgow University – C Callaghan reported a positive upgrading to Grade 3 for Library Stock Assistants. C Kennedy is pushing hard on the safety agenda and has requested a top to bottom safety audit. The new organising strategy is rolling out well across Estates & Buildings. The new and improved grievance policy has gone live with the Managing Attendance Policy due to be implemented early 2017.

C Rae suggested it would be useful to have a common space for the Committee to view and share policies and documentation. C Rae agreed to investigate options.

Strathclyde University – S Forrester reported on the ongoing review of Security which Unite and other unions are closely monitoring. He also reported on the level of investment in construction across the University campus including the recently completed £280M Phase One makeover and the future investment in the Sports Complex which is estimated to cost £600M. The union has asked for a meeting with the University to present and agree the union's construction charter, a response is awaited.

Aberdeen University – Report circulated and noted.

Glasgow Caledonian University – Report circulated and noted.

MIN NO
10/16

REGIONAL OFFICER REPORTS

The report from Elaine Dougall, Regional Women & Equalities Officer was noted as was the campaign supporting teachers to support LGBT pupils. It was requested that branches make financial donations to this campaign wherever possible.

Alison Maclean reported on the debate and disagreement that had taken place at the STUC FE/FE Forum on the proposed new Scottish JINCHES. As it currently stands the employer has rejected the proposed framework and remit for the Scottish JINCHES. Further debate is expected and it was agreed to keep the RISC updated and provide a final copy of the joint union proposals for the Scottish JINCHES once these had been agreed. Unite are generally supportive of a separate Scottish JINCHES Framework with the exception of Pay matters which should continue to be discussed and agreed nationally.

Alison also gave an overview of the meeting she attended with Colin Rae and the Leadership Foundation on HE Governance. It was noted that all unions agree that the current Code is not fit for purpose with little improvement in leadership or transparency. The focus should be on a Code that fits the aspirations of the recent HE Governance Bill.

MIN NO
11/16

CONSTRUCTION PROJECTS IN THE EDUCATION SECTOR

Cindy Callaghan, Alison Maclean and Stephen Deans (Lead Officer for Construction in Scotland), have had meetings with Glasgow University and we are in the final stages of agreeing the Construction Charter. Meetings have been very positive.

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.

Meanwhile it is proving more difficult to get a commitment from Strathclyde University to meet with Unite. The new University construction project is estimated to cost £600m for the build of a new sports complex by 2018.

MIN NO
12/16

AOCB & DATE OF NEXT MEETING

Delegates were requested to confirm and send a copy of the job evaluation scheme used at their establishment with a view to arranging training for the RISC. HERA and Hay are used, a copy of the HERA scheme has been received, the Hay scheme has yet to be submitted.

The next RISC will be held on Wednesday 22nd February at the Unite Glasgow Office. Meeting dates for 2017 are as follows:

22nd February, 24th May, 30th August, 29th November. It is proposed that all meetings are held at the Unite Glasgow Office.
