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

**13 December 2023**

**Online via Teams**

**Present:**

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| Dr Markos Koumaditis | Professor Aris Katzourakis, UCU |
| Ruth Kinahan, HR Policy Manager | Rod Bowes, Branch Chair, Unison |
| Dawn McNish, Head of Employee Relations | Peter Belk, Branch Chair, Unite |
| Kathryn Fairhurst Jones, HR Policy Officer | Dr Tim La Rock, UCU |
|  | Jenny Brannan, Branch Secretary, Unite |
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## **Agenda**

1. Welcome
2. Working with Divisional HRBPs
3. Bullying and harassment and grievance procedures
4. People Strategy
5. AOB

## **Notes**

1. Markos welcomed everybody to the December informal meeting.
2. **Working with Divisional HRBPs**

* Ms McNish explained that in the next term she would be reorganising the HRBP team.

1. **Bullying and harassment and grievance procedures.**

* Ms McNish set out that there would be a review of bullying and harassment, and grievance, procedures next term.
* Ms McNish emphasised that cultural change was vital, and there was wider work looking at the values of the organisation as a whole, and how they could be instilled throughout the employee’s time in the University.

1. **People Strategy**

* Ms Mason introduced herself as the new Head of Partnerships in HR, and explained that she was leading work on reviewing and revising the people strategy.
* The TUs were invited to join the Working Group, either in full or contributing where they could.

1. **AOB**

* Dr Koumaditis highlighted that the Pay and Conditions report was due to be submitted to the Vice-Chancellor on 20 December.

**Next meeting: January – date tbc**

**Actions:**

1. TUs to provide any volunteers to the People Strategy working group to Jo Mason.