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

**28 November 2023**

**Online via Teams**

**Present:**

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| Dr Markos Koumaditis | Professor Aris Katzourakis, Honorary Secretary, UCU |
| Ruth Kinahan, Policy Manager | Rod Bowes, Branch Chair, Unison |
| Kathryn Fairhurst Jones, HR Policy Officer | Peter Belk, Branch Chair, Unite |
| Helen Smith and Vicki Walker, HRBPs | Dr Tim La Rock, UCU |
| Chris Morrison, Bodleian Libraries | Jenny Brannan, Branch Secretary, Unite |

## **Agenda**

1. Opt-in rights retention (Chris Morrison)
2. SUMS report on Cont Ed (Vicki Walker/Helen Smith)
3. UCU’s ‘Beyond HESA’ report (David Chivall)
4. Proposed motion to UCU on Palestine
5. Next year’s meetings
6. AOB

## **Apologies**

Dawn McNish, Head of Employee Relations

## **Notes**

1. **Opt-in rights retention (Chris Morrison)**
* Chris Morrison, a copyright and licensing specialist from the Bodleian, presented to the meeting his slides about rights retention and the open access strategy. This change is moving the University towards a Creative Commons (CC BY) standard.
1. **SUMS report on Cont Ed (Vicki Walker/Helen Smith)**
* The recommendations of the SUMS report had been shared with the Tutor Working Group (including a UCU representative), and communications would shortly be sent to all tutors in Cont Ed, who would have access to a dedicated email address for questions
1. **UCU’s ‘Beyond HESA’ report (Dr Tim LaRock)**
* Tim said that he would like to discuss the Beyond HESA report at the next Joint Committee but in the interim he wanted to highlight that the data in the report suggested that there were some serious issues relating to the Gender Pay Gap, and people being paid less than the hours they were working, which were both issues of concern for UCU.
1. **Proposed motion to UCU on Palestine**
2. **Next year’s meetings (Ruth Kinahan)**
3. **AOB:**
* Markos updated the group on the pay and conditions review which would be reporting to the Vice-Chancellor by 20 December, including a first round of recommendations.

**Next meeting: Wednesday 13 December at 4 via Teams.**

**Actions:**

1. ‘Beyond HESA’ report to be included on the Hilary term JCUCU agenda.