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THE UNIVERSITY OF READING

STAFFING COMMITTEE

19/01 A meeting of the Staffing Committee was held on Tuesday 12

February 2019 at 2.00 pm in Committee Room 2, Whiteknights

House

Present:

Dr R J Messer (Chair)

Professor A Bell

Professor D C Berry

Mr J J Brady

Mr J Dabydoyal

Dr K Henderson

Mr S W Hunt

Professor R Jackson

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i. The University has too many surveys and staff get survey fatigue. It

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The dispute concluded with a collective agreement to establish a Joint

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19/09 UCU Local Claim

The Director of Human Resources provided the Committee with a
summary of the work being carried out via the local University and UCU
Joint Negotiating Committee (JNC).

He stated that the Reading branch of UCU submitted a pay and equality
claim in September 2018 with a request to open negotiations on three
topics of interest: precarious contracts of employment, gender pay gap and
“grade drift”.

An initial special meeting of the JNC was convened to better understand
the claim, and subsequently a sub-group of the JNC has been meeting at
regular intervals to address the issues raised.

He said that although described as a local claim the issues raised are
consistent with a number of UCU national campaigns, particularly in
respect of “casualisation”.

He pointed out that for practical reasons it had been agreed to prioritise
work on precarious contracts (in effect the arrangements for sessional
staff). As a first step UCU have been working with HR to exUuopointead (ti to10 (op-9 (n6 (e)6s9 (a)-

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19/10 VR Scheme

The Director of Human Resources reported that to date applications

had been made of which were from academic staff and confirmed that

the closing date for receipt of VR applications had had been extended to 22

February 2019.

He reported that a Voluntary Redundancy Group had been established and

the Group would make final decisions. He confirmed that a comprehensive

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funding bodies in June 2019. As part of the development of the Code, the

group will be discussing and updating staff and necessary committees.

19/12 Visa/Immigration

The Assistant Director of Human Resources (Advisory Services) reported

that the University is an A listed sponsor with a licence to issue a limited

number of Certificate of Sponsorship (CoS) under Tier 2 (General). She

reported that the University has to apply directly to the Home Office and a

limited number of CoS are allocated each month.

She made the Committee aware that the University has only a small

number of CoS remaining and has applied to the Home Office for more

certificates.

19/13 Remaining dates of meetings for the 2018/19 Academic Session:

Wednesday 19 June 2019, 2.00 pm

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Action List from the meeting on Tuesday 12 February 2019

Minute
Number
Action Action for