

## Issues

### General

- a) Can we agree a statement of intent based around the following key principles:
- understanding that 'business as usual' does not apply during the crisis
  - recognising that any related changes to ways of working necessarily rely on the good will of all staff
  - acknowledging that a cooperative, collaborative and trust-based approach between managers and staff is required
  - addressing issues of isolation associated with online working and working from home and recognising they will affect all staff differently
  - facilitating a supportive and non-coercive approach to new ways of working in all circumstances
  - considering the needs of all staff in the implementation of any new processes or procedures, and making them subject to regular review and agreement between trade union representatives and management
  - agreeing rapid escalation routes for the resolution of issues arising from changes to working methods between management and trade union representatives.
  - scheduling regular meetings, at least weekly, between management and unions to review the situation generally and agree appropriate responses to any problems/issues that arise.
- b) Can we agree that everything we are doing at the moment is voluntary. There is nothing in contracts to say we can be asked to work at home, other unis have accepted this including UCL, management can advise/ask but not instruct
- c) Can we agree that current activities are emergency only and not a model for the future. A clear statement from SLT to that effect would be helpful.
- d) The future. Unis like ours now at disadvantage due to foreign student numbers and limits on home student numbers. Will you campaign with us for end of marketisation model and fees, and for block grant and govt bailout etc.
- e) General message re understanding current limitations/prioritise health+ caring etc and limiting expectations of staff

Emergency measures put on web/made transparent to staff, and applied consistently.

Transparency of decision making on emergency measures, minutes of meetings where decisions taken at all levels. Data behind, and justifications.

Weekly review of emergency measures (including dept heads, and unions)

Full disclosure short and long term plans

### Jobs + pay

- a) Fixed term staff- no ending of contracts, extend contracts + guarantee 2 years, bridging funds. What is current process? What are the figures for non-renewal? Can you confirm that posts to cover teaching for those on externally funded buyouts should continue.
- b) Pause redundancies in Wolfson on humanitarian grounds
- c) Put restructure of language tutors inc post losses on hold. Agree to use change policy and processes.
- d) Extend redeployment register period given job freeze

e) As online teaching takes longer can a message go out encouraging and understanding that other things can be put on hold. GTA and fixed term can't put other things on hold, can they be compensated for additional work.

f) Extra 2 days holiday are welcome but of no benefit to GTAs (and others). What alternatives for them?

g) Reinstate fellowship selection processes (e.g. Simon and Hallsworth) that were ongoing.

h) How will hours be calculated for those GTAs on timesheets without contracted hours? Average previous as in Earth Sciences?

Hiring freeze, promotion freeze, PhD studentships on hold

### **Home working**

a) Health and safety DSE. Allow equipment monitors and chairs to be taken, delivered, bought.

b) Limitations on screen time

c) Additional costs, bills + equipment

d) Clear message to those involved in caring, home schooling etc. that it is understood they can only do what they can in the circumstances and whatever they can do is acceptable.

### **Online teaching**

a) Push back marking deadlines/ exam boards (excess screen time, working conditions, extra time needed)

b) Performance rights, can't be reused without permission

c) Anxiety caused by conflicting messages, messages going to students before staff told, partial info going to students creating unnecessary work for staff and anxiety due to details not being known, lack of consultation e.g. re deadlines,

### **Research**

a) Put research expectations on hold given general crisis and freezing of research support

b) Stop discouraging taking of research leave next year

Research expenses freeze

### **Goodwill**

- a. Strike deductions- 1) stop 2) stop for most vulnerable (e.g. gtas) or 3) at least delay and spread over longer period.

### **Other**

a) Pension deductions. How did this happen?, apology to staff? Has it been fixed?