

Meeting Minutes

Meeting	Trustee Board	
	Management Board	
	Executive Committee	[X]
	Finance & Commercial Development	
	Appointments & Remuneration	
	Compliance, Governance & Risk	
	Other: Extraordinary Committee Meeting	

Meeting Date	12/09/2023
Meeting Time	14:00-15:00
Attendance	
Present	William Campbell (WC) (President), Sophie-Ann Bain (SAB) (North Highland Depute President), Joseph Sweeny (JS) (Inverness Depute President (Activities and Welfare)), Ahren Armstrong (AA) (Argyll Depute), Holly Pearce Kayes (HPK) (Inverness Depute President Education), Carolyn MacPherson (CM) (Assistant Voice Manager), Fiona Smith (FS) (Perth President), Colina Wright (CM) (Interim Voice Manager), Elizabeth Keegan (EK) (Inverness President), Rebecca Bond (RB) (Perth Depute President (Activities and Welfare)), Hannah Laycock (HL) (Executive Assistant).
Apologies	Kian MacDonald (SAMS Depute President), Hannah Soutar (Perth Depute President (Education)), Melissa Carr (Moray Depute President (Education), Shannon MacCallum (West Highland Depute President).
Non-Attendance	

Section	Minutes
1.1 Welcome	WC welcomed Committee to the meeting.
1.2 University and College Union (UCU) Dispute	<p>Heather Fotheringham (HF), UHI Head of Academic Standards and Enhancement, and Branch President of UCU at UHI summarised the current action which was taking place across UHI:</p> <ul style="list-style-type: none"> Over 130 UHI staff employed by the Executive office where part of UCU Under a formal dispute with UHI as their employer over the potential for compulsory redundancies of staff Announcement made on 14th August September that there will be redundancies due University deficit 44 staff are at risk of being redundant, based at different Academic Partner colleges. These included Nursing, Optometry, and student support roles, such as those working with gender-based violence etc. The aim of UCU is to take all compulsory redundancies off the table Engagement with the University to get some movement on the situation had been tried since October 2022 to no success. UCU wasn't a recognised Union at UHI because 40% of staff were in UCU. The legal requirements to be recognised is 50%. Part of the reason for UHI not engaging with UCU is that there wasn't a recognised status at UHI. However, it was deemed that there was nothing stopping UHI Senior Management staff inviting UCU to negotiate. HF spent a lot of her time emailing Senior Management staff and Vicky Nairn had not once contacted HF directly about the situation. HF was in attendance on behalf of UCU to ask for HISA's vocal support for UCUs resistance to the redundancies.

	<ul style="list-style-type: none"> • A publicity campaign was taking place outside the University to draw attention to the situation and how this will affect student experience. • Engaging with politicians – meetings due with MPs and MSPs. • Aim to reach a less devastating conclusion for staff. • UCU would like UHI to look at other income opportunities, voluntary redundancy scheme as a bare minimum. Some could retire early as they are close to retirement age. • In the formal consultations these were a very opaque process and people felt further uncertainty. <p>Committee discussed various topics such as when the last VRM scheme was, which were December 2022. The deficit position was less than half of what it is now at £4.6 million deficit. Forty staff applicants submitted for voluntary redundancy, and twenty applicants were turned down in December 2022. UHI financial situation is more dire than it was then.</p> <p>The student experience would be more affected by loss of history and Nursing posts. There would also be additional pressure on staff having to take on additional workload of redundant academic staff members. Discussions started in April 2023, and proposals to cut the University budget were revised in June and were approved on 3rd July. The consultations should have started earlier but were delayed because of the staff summer holidays. UHI decided that they couldn't advise relevant staff about the redundancies until staff were back from leave.</p> <p>Next for UCU was that they had balloted members for action short of strike, and strike action. The hope is that neither option is needed. Ballot option results to come in on 20th September 2023. If strike action is taken, there might be fewer PAT meetings for students. Staff on professional services, tasks were being taken on by roles which were not being replaced. Action short of strike would have Indirect affect by EIS action.</p> <p>UCU taking industrial action could be better in the long run compared to those staff not being employed.</p> <p>UCU were approaching 1000 public signatures in support of the action.</p>
<p>1.3 Educational Institute of Scotland: Further Education Lecturers Scotland (EIS FELA) - Strike Action</p>	<p>WC provided an update on the EIS FELA action as follows.</p> <ul style="list-style-type: none"> • Negotiations had started a year ago due to the Cost-of-living crisis. Public sector have had pay deals across the years and the FE were usually the last body to be negotiated with. • They were looking for a realistic pay deal. • Employers have refused the offer given to date. • Currently they are on strike and result boycotting. Staff had been marking, but not submitting marks. 350 students were affected across the Partnership not receiving their degrees or courses. Students knew marks but are not receiving them. • Pay offer was £2,000 for 2022, £1,500 this year and then rolling on. • Union decided not to ballot. • The Union wants the Government to step in and provide a full pay package. • Availability on courses for students will be affected. • Angered students due the action short of strike. Students are angry because they can't receive their result. Many students understand why staff are taking action short of strike. • EIS FELA have requested a Statement of Solidarity from the Association. Understand what staff are fighting for, listening and hoping EIS FELA can work out a reasonable pay deal. • One of the AP 22??? students are affected [33.49] • College think the Government are not going to step in because they don't have money. College want us to highlight how this is affecting students. <p>Committee discussed various topics such as apart from the statement what could the Association do. Engage with students helping them to understand why it was happening. Signpost students to PAT, PDA who know about the strike action. Signpost to HISA Student Advice Service if a student wants to put in a formal complaint.</p>

	<p>Support staff and give a voice to the fact the action is affecting students. Condemn UHI for their redundancy actions.</p> <p>DECISIONS: Plugging in the Advice Service Hope for resolution soon. All partners can meet and come to a suitable decision.</p>
1.4	