

**UCU STIRLING BRANCH AGM**

**Monday 27 February 2017**

**Library Enterprise Zones 1 - 2**

**12.30 – 14.00**

1. Present
  - a. Simon Booth(SB) (Chair), Joe Smith (JS) (Minutes), Bethan Benwell (BB), Simon Jones (SJ), Mary Senior (UCU Scotland Office) and 31 other members
2. Apologies
  - a. From 8 members
3. Minutes of previous AGM \*
  - a. Proposed by BB and Seconded by SB. Accepted as a true and accurate record.
4. Matters Arising
  - a. There were no matters arising not already on the agenda.
5. President's Report
  - a. SB spoke about the successful resolution of the fixed term contracts agreement. He said MS would speak about this in more detail later.
  - b. SB spoke about a meeting he attended about the USS. The revaluation is currently taking place and will take 15 months to conclude. The feeling was that there would not be changes at this valuation, but that the next one may be significant. MS said that this will be an ongoing area of concern which UCU will continue to monitor.
  - c. SB spoke about HE Governance bill and our union seats on court and UCU's request to seek observer status.
  - d. 2017-18 Pay claim will be announced on 24<sup>th</sup> March.
  - e. SB said that the branch will be pursuing work with HR on casual contracts.
  - f. SB spoke about the agreement of a new workload planning model which gained scholarship time, though did result in a lengthening of hours for some academic staff.
  - g. SB spoke about school reorganisation into faculties and the resultant reorganisation of administrative support. This has been an area of considerable casework for the union.
  - h. SB spoke about vacancies on the executive and said that these would be discussed later.

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- i. Thanks were extended to the executive and to case workers. Thanks were in particular extended to the VP for Casework, the Branch Administrator and the Secretary. Thanks were extended to the UCU Scotland office for their support.
6. Treasurer's Report \*
  - a. SJ thanked the Branch Administrator and Scotland office for their work in producing it.
  - b. The main message is that the branch is in a healthy position.
  - c. Money from donations to the hardship fund over several years had been retained in error, but had now been transferred to HQ under "Other outgoings", giving the impression of a deficit.
  - d. SJ pointed out that there had been an increase in expenditure due to extra work from the Administrator, as noted at the 2016 AGM. This offered good value for money, and had not contributed to the deficit for the year.
7. Casework Report and current concerns
  - a. Restructuring – Inadequate consultation process is creating confusion for colleagues. This has been raised with the university. Currently this is affecting the Sports Development Service. Members in that section had been very good at seeking clarification. A new structure is on the table and there will be individual meetings. Meaningful consultation is not taking place.
  - b. For performance issues, a new capability procedure has now replaced disciplinary procedure. The branch is concerned about how it stands at the moment- it is being implemented a lot more robustly and application of REF and five year plan criteria to the definition of performance. There is inadequate independent oversight in this process. There was a suggestion by UCU that an independent chair be appointed, but the university do not support this. UCU advise that all invitations to conversations about performance should be run by the union first.  
**ACTION – JS to send out an email to this effect.**
  - c. BB asked for more volunteers to be caseworkers and outlined the availability of full training to volunteers.
8. Election of Office Bearers and Branch Committee \*
  - a. President SB was nominated by SJ and Seconded by IR.
    - i. SB Elected unopposed
  - b. VP Casework BB was nominated by SB and Seconded by Christine Ferguson.
    - i. BB Elected unopposed

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- c. VP Membership – Candidates were sought from the floor, but none were received.
    - i. Post remains vacant
  - d. Secretary JS Nominated by SB and seconded by IR
    - i. JS Elected unopposed
  - e. Treasurer SJ proposed by Peter Hancock and seconded by Adelina Broadbridge
    - i. SJ Elected unopposed
  - f. Equalities – Madhu Satsangi Nominated BB Seconded Christine Wilson
    - i. MS Elected unopposed
  - g. Pensions Christine Wilson Nominated BB Seconded SB
    - i. CW Elected unopposed
  - h. Health and Safety DH Nominated by SB and seconded by SJ
    - i. DH Elected unopposed
  - i. Press Officer – DH nominated by SB and seconded by Christine Ferguson
    - i. DH Elected unopposed
  - j. Casual Contract Thomas Allmer Nominated by JS
    - i. TA Elected unopposed
  - k. Environmental Andrew Watterson Nominated IR and Seconded SB
    - i. Andrew Watterson Elected unopposed
  - l. Co-opted members were agreed for the following year.
  - m. ACTION – SB to Update Executive Mailing List to include newly elected members**
9. Delegates for Scottish Congress
- a. BB, JS, SB will attend. There is one further space available. Irene Reid will attend to represent CBC.
10. Mary Senior: ‘UCU campaigns at the University of Stirling: Successes and ongoing work’
- a. MS Thanked the hard work of the branch.
  - b. MS spoke about the fixed term contracts dispute. There was a brief recap of the events of the case since 2009 and the various court cases involved. This was resolved with a confidential agreement which resulted in payments for members made redundant in summer 2012. These payments need to be claimed by the end of next week. She expressed a hope that the relationship between the university and UCU will improve from here on in.
  - c. MS spoke about the impact of Brexit in EU citizens and on those with EU citizens in their families. The Scottish Government has been very supportive and has guaranteed fees for students entering from the EU. The union is continuing to press the Scottish and U.K. Governments to ensure that the sector remains upward looking.
  - d. MS said Scottish budget had a further cut of 1% after a 3% cut in the year before. This adds to our challenges.

- e. Impact of the higher education and governance bill in Westminster. It has been hoped that Scottish SB universities would not take part in the TEF, but it seems likely that some universities in Scotland will engage in this process following a legislative consent motion. Only five universities have agreed to take part in this in Scotland.
  - f. UCU has printed a report into principals' pay. The average principal is earning 277£k. Every HEI in Scotland provided the minutes of its remuneration committee. MS encouraged the branch to push for seats on court.
  - g. MS spoke about the forthcoming pay round which will prioritise external examiner claims, casualisation and the gender pay gap. The branch will be working on casualisation at a local level.
  - h. The meeting was thanked for their attendance. MS asked for ideas about recruitment.
  - i. A member asked whether UCU had members on a job share as these contracts had been rescinded in administration reorganisations. The meeting agreed to send details of any relevant cases to the branch.
  - j. Jaana Stewart asked about the pay docking court case. MS said there was no further update about this.
  - k. A member asked about UCU's opposition to the TEF. MS said that the TEF was inadequate because it doesn't measure teaching quality effectively and is being used to raise fees in England.
  - l. A member asked about the relationship between the union and the university and the poor nature of consultation. MS said that organisation was key to good relationships in the future.
11. Academics at Risk Network (CARA)
- a. TA spoke about the Academics at Risk Network CARA which is a UK wide network. Dr Hoffman spoke about his experience of working in Turkey. There academics who had criticised the government for actions against the Kurds were dismissed by presidential decree. The Turkish academic unions have been able to provide these academics with some financial support.
  - b. Dr Hoffman said that it was important to send messages of support to colleagues in Turkey and also financial support.
    - i. **ACTION – Executive to draft message of support and to consider financial donation**
12. AOB
- a. None received. Meeting closed at 14.06