

**COUNCIL MINUTES
MEETING HELD ON 7th FEBRUARY 2020**

Members		Meeting 1 04.10.19	Meeting 2 22.11.19	Meeting 3 07.02.20	Meeting 4 20.03.20	Meeting 5 15.05.20	Meeting 6 03.07.20
	Ms Julia Palca (Chair)	✓	✓	✓			
	Professor Sir Paul Curran (President)	A	✓	✓			
	Dame Lynne Brindley	✓	✓	N/M			
	Ms Kru Desai	✓	✓	✓			
	Dr Paula Franklin	✓	✓	A			
	Mr Simon Harding-Roots	✓	A	A			
	Mr Adrian Haxby	✓	A	✓			
	Ms Philippa Hird	✓	✓	✓			
	Professor Chris Jenks	✓	A	✓			
	Ms Janet Legrand	✓	✓	✓			
	Sir John Low	✓	✓	N/M			
	Ms Hunada Nouss	✓	✓	✓			
	Ms Jacky Wright	A	A	N/M			
	Mr Ron Zeghibe	✓	A	✓			
Staff and Student Members	Ms Tuna Kunt	✓	✓	✓			
	Ms Mary Luckiram	✓	✓	✓			
	Ms Liz Rylatt	✓	✓	✓			
	Professor Debra Salmon	A	✓	✓			

Key: ✓ In Attendance A Apologies P Part Attendance N/M Not a Member S Sabbatical

In Attendance	Reason and Meeting Section
Professor David Bolton	Deputy President & Provost (DP&P)
Professor Andrew Jones	Vice-President, Research and Enterprise
Dr William Jordan	College Secretary
Ms Sarah Lawton	Governance Administrator
Professor Stan Newman	Vice-President, International
Professor Zoe Radnor	Vice-President, Strategy and Planning

MINUTES SECTION A – OPEN FOR PUBLICATION

Part One – Preliminary Items

- Highlighted Items**
Council **agreed** the highlighted items.
- Minutes**
The minutes of the meeting held on 22nd November 2019 were approved.
- Matters Arising**
Council noted the table of actions arising from past meetings.

Matter Arising 1 USS Update – Industrial Action

The Director of HR provided a verbal update on USS developments and on industrial action and in discussion the following points were noted:

- The impact on students of the period of 8 days of strike action taken in November/December had been mitigated to a significant extent through staff covering for absent colleagues, and rescheduling and provision of revision sessions by other means.
- Action Short of a Strike had continued in the form of working to contract. To date, the impact of this had been limited.

- UCU had confirmed that they would be calling on members to take a further period of strike action of 14 days over a four-week period commencing on 20th February and running to 13th March.
- Preparations were underway to try to minimise the negative impact on City's students, but a concentrated period of 14 days at this stage in the academic cycle was very likely to have a significant impact on students' educational experience.
- The DP&P was working with Deans to scope the level of anticipated impact and possible mitigations. The distribution of participation in strike action had been consistent from the 2018 period of strike action and this helped in predicting and planning the impact of future action.
- The President, Deputy President and HR Director had met with UCU branch officers to discuss the forthcoming period of action.
- Communications would be sent to staff and students next week.
- The CFO would be holding regular Business Continuity sessions and co-ordinating daily reports of impact received from Schools and Services.

4. Conflicts of Interest

Professor Sir Paul Curran, Professor Andrew Jones and Professor Zoe Radnor were not present for discussion of Item 7 below.

5. Items Specially Brought Forward by the Chair

Meeting with the Trade Unions

One of the key issues raised was parity of pay and benefits for outsourced catering and cleaning staff. They are on London Living Wage, but did not benefit from maternity, sick pay, holiday or other benefits received by City employees, but were on the statutory minimum. This resulted e.g. in staff feeling they have to attend work even when ill, otherwise they won't get paid for the first 3 days' absence. It was agreed that Council should give this matter, and the suggestion that catering and cleaning should be brought "in house", further consideration at a future meeting. **[Action]**

Another issue raised by the unions related to London Weighting. City amalgamated the previously discrete London Allowance payment into pay in circa 2003, but the Trade Unions suggested City was now in consequence lagging behind other institutions in terms of overall levels of pay.

Finally, UCU repeated its request for there to be an elected staff representative on Council. Further discussion of this issue would be put "on hold" until the new President was in post.

6. Council Appointment

Council noted the appointment of Thomas Lee-Warren (approved by circulation on 15th January), as an Independent Council Member, for a period of 3 years from 1st February 2020.

7. President Appointment

Council received a verbal update from Perrett Laver outlining the key findings from their consultations with key stakeholders (with Staff, Students, Council Members, Unions and Alumni) which had taken place since mid-January.

8. Any Other Business

None.

9. Date of Next Meeting

The next meeting was scheduled for Friday 20th March 2020.

Julia Palca
Chair of Council, February 2020