



Joint Negotiating and Consultative Committee Minutes For Publication

JNCC2026-M3

Wednesday 27 May 2026

Attendance

Management Members:

Surinder Sharma (SS) Chair; Rachel Thomson (RCT) Deputy Vice-Chancellor and Provost Richard Taylor (RT) Chief Operating Officer; Justin Waring Dean of SSH (JW); Matt Hammonds (MSH) Director of HR; Ffyona Baker (FB) Chief People Officer; Gagan Kapoor (GK) Director of Residential, Catering & Domestic Services

Trade Union Members:

UCU – Anthony Kevins (AK); David Saal (DS)

Unison – Irvin Hendrickson (IH) Ben Bugby (BB)

Unite – Mark Hyde (MH); Alex Smith (AS); Jan Short (JS) Emma Nadin (EN)

In attendance:

Helen Seed (HS) Deputy Director of HR; Lorraine Badjie (LB) Committee Secretary

Apologies for absence

David Wilson (DW); Joni Carter-Hendrickson (JCH); Chris Felton (CF)

26.17 Minutes of the last meeting

[JNCC2026-M2)

Minutes of the last meeting of the JNCC held on Tuesday 17 March 2026 were **APPROVED**.

26.18 Actions arising from previous meeting

26.18i RT confirmed that James Henry would be attending the June meeting to present an update on the financial position.

26.19 Business raised by management

26.19i Professional Services Change Programme

There was discussion of the Professional Services Change Programme. Consultation formally began on 13 May and runs until 11 June, with both collective and individual engagement ongoing alongside regular union discussions to ensure transparency. Following consultation, feedback will inform revised proposals to be submitted for approval, after which processes such as redeployment, slotting, and identification of at-risk staff will take place. The University has committed to minimising redundancies and supporting affected staff through career assistance and external resources.

26.20 Business raised by the trade unions

26.20i Publication of JNCC Minutes.

The discussion centred on improving transparency and consistency in publishing JNCC minutes, with a review of the Terms of Reference proposed to clarify expectations and ensure they remain fit for purpose. A six-month trial of AI-generated (Copilot) summary minutes was agreed to support publication, alongside continued human oversight from management.

26.20ii Reasonable adjustments process.

Concerns were raised about the apparent discontinuation of the Reasonable Adjustments Working Group and the lack of clear, centralised guidance for staff—particularly new starters—on accessing support. Management acknowledged these issues and committed to further action.

26.20iii. Flexible Working Allowance

Following constructive discussions, a mutually agreed solution has been reached regarding the Flexible Working Allowance.

26.21 Starred items for approval

26.21 None

26.22 Starred items for information

26.22i **NOTE** the HR Guidance – Supporting Managing Organisational Change

26.22ii **NOTE** the HR Guidance – Performance Management Guidance

26.23 Any other business

26.23.i None

26.24 Dates of future meetings

Tuesday 30 June 2026 at 11:00

Wednesday 16 September 2026 at 14:00

Wednesday 11 November 2026 at 14:00